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Publication

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CITIBANK CANADA
LIMITED

CITIBANQUE CANADA

5089

Canada

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Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / *Formulaire* 1

IDENTIFICATION / *IDENTIFICATION*

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
1. CITIBANK CANADA LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
2. CITIBANK CANADA

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
3. 123 Front Street West, Toronto, Ontario M5J 2M3

MAILING ADDRESS - *ADRESSE POSTALE*
4. Same as Number 3

OFFICERS / AGENTS / **POSITION / FONCTION**

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
5. F. C. COPELAND, JR.

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
7. JO LYNN WILLIAMS

POSITION TITLE - *TITRE OU FONCTION*
6. PRESIDENT AND CEO

POSITION TITLE - *TITRE OU FONCTION*
8. VICE PRESIDENT, HUMAN RESOURCES

AREA CODE / *IND. RÉG.* — TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*
9. 4 1 6 — 9 4 7 5 6 5 7

REPORT SUMMARY / *SOMMAIRE DU RAPPORT*

INDUSTRIAL SECTOR(S) / ***BRANCHE(S) D'ACTIVITÉ***

	INDUSTRIAL SECTOR - *BRANCHE D'ACTIVITÉ*	NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
10.	702 CHARTERED BANK	720
11.		
12.		
13.		

EMPLOYMENT STATUS CATEGORIES / ***CATÉGORIES DE SALARIÉS***

14. NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN*	15. NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PARTIEL*	16. NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
686	34	0

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

17. DESIGNATED C M As / *R M R DESIGNÉES*

CALGARY	13
EDMONTON	
HALIFAX	
MONTRÉAL	21
REGINA	
TORONTO	647
VANCOUVER	39
WINNIPEG	

18. PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT.-ONT.	647
QUE.-Qc	21
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	39
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	13
NFLD.-T.-N.	
YUK.-Yuk.	
N.W.T.-T.N.-O.	

19. TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 720

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

20. I, (Name) F. C. COPELAND, JR. HEREBY CERTIFY ON BEHALF OF (Name of employer) CITIBANK CANADA LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____ *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS EGARDS

REVISION DATE - DATE JULY 16, 1990

SIGNATURE - *SIGNATURE* _____

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

Canada

LMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
① CITIBANK CANADA LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
② CITIBANK CANADA

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
③ 123 FRONT STREET WEST, TORONTO, ONTARIO M5J 2M3

MAILING ADDRESS - *ADRESSE POSTALE*
④ SAME AS NUMBER 3

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
⑤ F.C. COPELAND, JR.

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
⑦ JO LYNN WILLIAMS

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
⑥ PRESIDENT AND CEO

POSITION TITLE - *TITRE OU FONCTION*
⑧ VICE PRESIDENT, HUMAN RESOURCES

AREA CODE / IND. RÉG. ⑨: 4 1 6

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*: 9 4 7 5 6 5 7

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1* ⑩	702 CHARTERED BANK	916
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2* ⑪		
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3* ⑫		
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4* ⑬		

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
869	47	NA

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / R M R DÉSIGNÉES		⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY	17	ONT.-ONT	825
EDMONTON		QUE.-Qc	25
HALIFAX		N.S.-N.-É	
MONTREAL	25	N.B.-N.-B	
REGINA		MAN.-MAN.	
TORONTO	825	B.C.-C.-B.	49
VANCOUVER	49	P.E.I.-I.-P.-É.	
WINNIPEG		SASK.-SASK.	
		ALTA.-ALB.	17
		NFLD.-T.-N.	
		YUK.-Yuk.	
		N.W.T.-T.N.-O.	

⑲ TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 916

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) F.C. COPELAND JR., HEREBY CERTIFY ON BEHALF OF (Name of employer) CITIBANK CANADA LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE June 1, 1990

SIGNATURE - SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 384 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

A subsidiary of
Citicorp

Citibank Place
123 Front Street West
Toronto, Ontario
M5J 2M3
Tel. (416) 947-5500
Telex: 06-23626

May 31, 1990

Ms. Gay Stinson
Director
Employment Equity Branch
Employment and Immigration Canada
140 Promenade du Portage
Phase IV, 5th Floor
Place du Portage
Ottawa/Hull, Ontario
K1A 0J9

Dear Ms. Stinson:

Please find attached Citibank Canada's Employment Equity Report recording data as of December 31, 1989

As stipulated in the Employment Equity guidelines, our statistics on the basic male/female composition of our staff are based on our own records. The statistics on visible minorities, disabled and aboriginal staff are based on voluntary self-identification by staff members.

This self-identification process has developed into a routine part of our New Hire induction. In review, the number of staff who did not participate in self-identification in 1989 was 307 out of a total of 916 employees. Due to this, several revisions were made to our Employment Equity questionnaire. One was a new question that was added to the form to allow each employee to state whether he/she wished to participate and that the form must be returned to Human Resources or further follow-up would result. To complement this additional question, our database has been expanded to include a column identifying whether an employee has returned a form or not. For 1990, this procedure should ensure that every new or current employee has had the opportunity to participate in our Employment Equity reporting program. This type of follow-up process will enable us to survey more effectively and efficiently instead of instituting continuous and cumbersome corporate wide re-surveying.

In conjunction with our work on Employment Equity, Citibank Canada had undertaken an extensive commitment to put in place a "Pay Equity Plan". Our plan was posted on April 3, 1990. Equal pay for work of equal value is achieved when the wages for female dominant jobs are adjusted to the wages for male dominant jobs, within the same establishment determined to be of equal value. Pay Equity adjustments were awarded to 40 incumbents in 19 jobs as of April 1, 1990 and became part of their normal base salary. The new base salary for these jobs will apply to current as well as new incumbents in these jobs.

Citibank Canada has in place an internal job posting policy that requires a one week posting when a position is vacant before the position is advertised externally. We have sent some internal postings directly to specific recruitment and placement agencies specializing in disabled persons recruitment. In order to more fully utilize these recruitment sources we will be undertaking a physical needs assessment of our facilities and of specific positions. As well, we are compiling a resource information sheet for internal use of recruitment and placement agencies specializing in aboriginal persons recruitment. These types of resource sheets will make our recruitment team have better access to the information they need to be more proactive in their placement strategy. In 1989, our Campus Recruitment program posted our Management Associate positions at the University of Manitoba to target the native student population.

This year marks the first report that has utilized our computerized database system. Our 1989 report is more reflective and accurate as a "snapshot" of Citibank Canada's Employment Equity and Human Resources information.

In summary, Citibank Canada is committed to ensuring that Employment Equity is an every day part of our recruitment and that it is not thought of as a "special program". In order to achieve our ultimate goals and targets, we must recognize the value of Employment Equity as a Human Resources tool in managing the HR function and also allowing the Corporation to maintain our leading edge in the market by hiring the "brightest and the best" regardless of race, physical disability or sex.

Yours truly,

per Jo Lynn Williams
Vice President
Human Resources

EXCELLENCE IN PEOPLE MANAGEMENT

THE CITICORP APPROACH

* To provide the climate and resources that will enable all staff to advance on merit as far as their talents and skills will take them, without regard to age, colour, handicap, marital status, national origin, race, religion, sex, veteran status or any other legally protected condition.

* To offer pay and benefits that are fair and competitive.

* To make certain that ideas, concerns and problems are identified and that two way communication is effectively maintained.

* To provide an environment that identifies, encourages and rewards excellence, innovation and quality customer service.

* To remember always that respect for human dignity is fundamental to our success.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:* CITIBANK CANADA

Industrial Sector: *Branche d'activité:* 702 CHARTERED BANK

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☐ Designated CMA (specify) *RMR désignée (préciser)* _____

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*		4	4	4	0							1	1	0
		3	5	4	1							1	0	1
		2	8	7	1							0	0	0
	over 70000	1	7	6	1							1	1	0
Middle or other managers *Cadres intermédiaires et autres cadres*		4	7	7	0							0	0	0
	over 70000	3	16	13	3							5	4	1
	25000	2	13	7	6							4	2	2
	27499	1	13	6	7							5	3	2
Professionals *Professionnels*		4	6	6	0				1	1	0	0	0	0
	over 70000	3	42	38	4				0	0	0	4	2	2
	25000	2	85	77	8				0	0	0	16	15	1
	27499	1	187	102	85				4	3	1	44	25	19
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*	65000	4	2	2	0				0	0	0	0	0	0
	69999	3	10	6	4				0	0	0	0	0	0
	25000	2	25	9	16				0	0	0	9	4	5
	27499	1	28	9	19				1	0	1	10	4	6
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

EMP 3671 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire **2** Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	35000	4	0	0	0							0	0	0
	39999	3	10	3	7							1	1	0
	15000	2	79	9	70							18	6	12
	17499	1	139	37	102							67	15	52
Sales workers *Employes du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employes du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*		4												
		3												
		2												
		1												
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			686	352	334	0	0	0	6	4	2	186	83	103

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, / Partie B, Page 1

Name of Business: / Nom de l'entreprise:	Industrial Sector: / Branche d'activité:	Reporting Period: / Période de rapport:
CITIBANK CANADA	702 CHARTERED BANK	1989

Location-Endroit

☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 5886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form *Formulaire* **2** Part B, *Partie B,* Page 2

NOTE: See instructions
NOTA: Voir instructions.

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	35000	4	0	0	0	0	0	0	0	0	0	0	0	0
	39999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	3	0	3
	17499	1	34	13	21	1	0	1	0	0	0			
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*		4												
		3												
		2												
		1												
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			34	13	21	1	0	1	0	0	0	3	0	3

EMP 1886 (9-86) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **3** Part A *Partie A*

Name of Business: *Nom de l'entreprise*: CITIBANK CANADA

Industrial Sector: *Branche d'activité*: 702 CHARTERED BANK

Location *Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period: *Période de rapport*: 1989

SALARY RANGES *ECHELLES DE REMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $10,000												
$10,000 - $14,999												
$15,000 - $17,499	2	0	2									
$17,500 - $19,999	34	11	23							16	5	11
$20,000 - $22,499	50	11	39							23	7	16
$22,500 - $24,999	47	11	36							18	4	14
$25,000 - $27,499	55	12	43							23	6	17
$27,500 - $29,999	41	5	36							10	2	8
$30,000 - $34,999	61	19	42				1	0	1	14	5	9
$35,000 - $39,999	53	21	32							21	10	11
$40,000 - $49,999	94	61	33				4	3	1	20	14	6
$50,000 - $69,999	106	72	34							26	19	7
$70,000 and over *et plus*	143	129	14				1	1	0	15	11	4
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	686	352	334	0	0	0	6	4	2	186	83	103

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CITIBANK CANADA

Industrial Sector / Branche d'activité: 702 CHARTERED BANK

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499												
$12,500 - $14,999												
$15,000 - $17,499	1	0	1									
$17,500 - $19,999												
$20,000 - $24,999	33	13	20	1	0	1				3	0	3
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	34	13	21	1	0	1	0	0	0	3	0	3

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* 4 Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* Citibank Canada

Industrial Sector: / *Branche d'activité:* 702 - Chartered Bank

Location-Endroit: ☒ National (Canada) / *National (Canada)* ☐ Province / Territory (specify) / *Province / territoire (préciser)* _____

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	4	4	0							1	1	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	3	1	2							1	0	1
Professionals / *Professionnels*	90	63	27							23	13	10
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*	9	6	3							7	5	2
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	104	29	75							41	10	31
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / ***NOMBRE TOTAL DE RECRUTEMENTS***	210	103	107							73	29	44

EMP. 3676 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* Citibank Canada

Industrial Sector: *Branche d'activité:* 702 - Chartered Bank

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	20	10	10	1	0	1				2	0	2
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED ***NOMBRE TOTAL DE RECRUTEMENTS***	20	10	10	1	0	1				2	0	2

EMP. 3056 (9-84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / *Formulaire* **5** Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* CITIBANK CANADA

Industrial Sector: / *Branche d'activité:* 702 - Chartered Bank

Location-*Endroit*: ☒ National (Canada) / *National (Canada)* ☐ Province / Territory (specify) / *Province / territoire (préciser)* _____

Reporting Period: / *Période de rapport:* 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	4	4	0									
Middle or other managers / *Cadres intermédiaires et autres cadres*	10	6	4							2	1	1
Professionals / *Professionnels*	74	50	24							11	8	3
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*	18	4	14				1	0	1	4	0	4
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	47	9	38							18	4	14
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED / ***NOMBRE TOTAL DE SALARIÉS PROMUS***	153	73	80	0	0	0	1	0	1	35	13	22
TOTAL NUMBER OF PROMOTIONS / ***NOMBRE TOTAL D'AVANCEMENTS***	153	73	80	0	0	0	1	0	1	35	13	22

EMP 3849 (5 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / Nom de l'entreprise:
CITIBANK CANADA

Industrial Sector: / Branche d'activité:
702 - Chartered Bank

Location-Endroit
☒ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1	0	1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	1	0	1	0	0	0	0	0	0	0	0	0

LMP 3083 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: Citibank Canada

Industrial Sector: / Branche d'activité: 702 - Chartered Bank

Location-Endroit: [X] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	2	2	0									
Middle or other managers / Cadres intermédiaires et autres cadres	10	7	3							2	2	0
Professionals / Professionnels	93	56	37							15	9	6
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	9	2	7							1	0	1
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	69	14	55							21	4	17
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	183	81	102							39	15	24

EMP. 3672 (9-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* **6** Part B / *Partie B*

Name of Business: / *Nom de l'entreprise:* CITIBANK CANADA

Industrial Sector: / *Branche d'activité:* 702 CHARTERED BANK

Location-*Endroit*: ☒ National (Canada) / *National (Canada)* ☐ Province / Territory (specify) / *Province / territoire (préciser)* _____

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	13	6	7							1	1	0
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	13	6	7							1	1	0

EMP 3005 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **2** Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:* CITIBANK CANADA

Industrial Sector: *Branche d'activité:* 702 CHARTERED BANK

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

☒ Designated CMA (specify) *RMR désignée (préciser)* TORONTO

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*		4	4	4	0							1	1	0
		3	5	4	1							1	0	1
		2	8	7	1							0	0	0
	over 70000	1	7	6	1							1	1	0
Middle or other managers *Cadres intermédiaires et autres cadres*	over 70000	4	2	2	0							0	0	0
		3	15	12	3							5	4	1
	25000	2	13	7	6							4	2	2
	27499	1	12	5	7							4	2	2
Professionals *Professionnels*		4	6	6	0				1	1	0	0	0	0
	over 70000	3	24	20	4				0	0	0	4	2	2
	25000	2	78	72	6				0	0	0	14	14	0
	27499	1	171	95	76				4	3	1	40	23	17
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*	65000	4	2	2	0				0	0	0	0	0	0
	69999	3	10	6	4				0	0	0	0	0	0
	25000	2	23	8	15				0	0	0	8	3	5
	27499	1	26	9	17				1	0	1	8	4	4
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

LMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, / Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	35000	4	0	0	0							0	0	0
	39999	3	10	3	7							1	1	0
	15000	2	73	9	64							15	4	11
	17499	1	126	34	92							60	11	49
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			615	311	304	0	0	0	6	4	2	167	73	94

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 3871 (9-84) P 2

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CITIBANK CANADA

Industrial Sector: *Branche d'activité:* 702 CHARTERED BANK

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

☒ Designated CMA (specify) *RMR désignée (préciser)* TORONTO

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	Quarter* *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*		4												
		3												
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*		4												
		3												
		2												
		1												
Professionals *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*		4												
		3												
		2												
		1												
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

EMP 5886 (V-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire **2** Part B, Partie B, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employés de bureau	35000	4	0	0	0	0	0	0	0	0	0	0	0	0
	39999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	32	13	19	1	0	1	0	0	0	2	0	2
Sales workers Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			32	13	19	1	0	1	0	0	0	2	0	2

EMP 1886 (1-86) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: CITIBANK CANADA

Industrial Sector: / Branche d'activité: 702 CHARTERED BANK

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): ONTARIO

Reporting Period: / Période de rapport: 19 ~~89~~

SALARY RANGES / ECHELLES DE REMUNERATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999	27	10	17							11	4	7
$20,000 - $22,499	46	8	38							20	4	16
$22,500 - $24,999	44	10	34							17	3	14
$25,000 - $27,499	52	12	40							23	6	17
$27,500 - $29,999	38	5	33							9	2	7
$30,000 - $34,999	56	18	38				1	0	1	11	5	6
$35,000 - $39,999	50	20	30							19	8	11
$40,000 - $49,999	87	57	30				4	3	1	19	13	6
$50,000 - $69,999	96	66	30							23	17	6
$70,000 and over / et plus	119	105	14				1	1	0	15	11	4
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	615	311	304	0	0	0	6	4	2	167	73	94

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 3 Part B Partie B

Name of Business: Nom de l'entreprise: CITIBANK CANADA

Industrial Sector Branche d'activité 702 CHARTERED BANK

Location-Endroit ☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (préciser) ONTARIO

Reporting Period: Période de rapport: 1989

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499												
$12,500 $14,999												
$15,000 - $17,499	1	0	1									
$17,500 - $19,999												
$20,000 - $24,999	31	13	18	1	0	1				2	0	2
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	32	13	19	1	0	1	0	0	0	2	0	2

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / *Nom de l'entreprise:* Citibank Canada

Industrial Sector: / *Branche d'activité:* 702 - Chartered Bank

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* Ontario

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	4	4	0							1	1	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	2	0	2							1	0	1
Professionals / *Professionnels*	84	58	26							23	13	10
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*	8	5	3							6	4	2
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	95	29	66							37	10	27
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	193	96	97							68	28	40

EMP 3674 (5-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* 4 Part B / *Partie B*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* Citibank Canada

Industrial Sector: / *Branche d'activité:* 702 - Chartered Bank

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* Ontario

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	16	9	7	1	0	1				2	0	2
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	16	9	7	1	0	1				2	0	2

EMP 3050 (9-84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 5 Part A Partie A

Name of Business: Nom de l'entreprise: CITIBANK CANADA

Industrial Sector: Branche d'activité: 702 - Chartered Bank

Location-Endroit
☐ National (Canada) National (Canada)
☒ Province / Territory (specify) Province / territoire (préciser) Ontario

Reporting Period: Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels	64	46	18							9	7	2
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	17	4	13				1	0	1	3	0	3
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	46	9	37							18	4	14
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	127	59	68	0	0	0	1	0	1	30	11	19
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	127	59	68	0	0	0	1	0	1	30	11	19

LMF 3060 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business: / Nom de l'entreprise: CITIBANK CANADA

Industrial Sector: / Branche d'activité: 702 - CHARTERED BANK

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1	0	1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	1	0	1	0	0	0	0	0	0	0	0	0

(MF 3683 (9-86))

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: Citibank Canada

Industrial Sector: / Branche d'activité: 702 - Chartered Bank

Location-Endroit ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	2	2	0									
Middle or other managers / Cadres intermédiaires et autres cadres	9	6	3							2	2	0
Professionals / Professionnels	86	54	32							14	9	5
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	8	2	6									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	62	14	48							18	4	14
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	167	78	89							34	15	19

EMP. 3672 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **6** Part 8 *Partie 8*

Name of Business *Nom de l'entreprise*: CITIBANK CANADA

Industrial Sector: *Branche d'activité*: 702 CHARTERED BANK

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)*: ONTARIO

Reporting Period: *Période de rapport*: 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	10	5	5							1	1	0
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	10	5	5	0	0	0	0	0	0	1	1	0

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Government
Publication

5090
CA1
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



AIR ATONOBEE LTD. D.B.A.
CITY EXPRESS

CITÉ EXPRESS

5090

Canada

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Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — Form 1

IDENTIFICATION

Name of Employer	Full Legal Name : AIR ATONOBEE LTD D.B.A. CITY EXPRESS	Common or Business Name : CITY EXPRESS
Address	Address of Principal Place of Business : 1 BATHURST STREET, TORONTO, ONTARIO M5V 2N8	Mailing Address : AS ABOVE
Officers	Name of Chief Executive Officer of Employer : VICTOR PAPPALARDO	Name of Officer Responsible for Employment Equity : PATRICIA ROVENSKY
Position	Position Title : PRESIDENT	Position Title : HUMAN RESOURCES MANAGER
		Area Code 416 — Telephone Number 360-7770

REPORT SUMMARY

Industrial Sector(s)

Industrial Sector 1 : Transportation and Storage Industries — No. of Employees 689

Industrial Sector 2 : — No. of Employees

Industrial Sector 3 : — No. of Employees

Industrial Sector 4 : — No. of Employees

Employment Status Categories	Number of Permanent Full-Time Employees	Number of Permanent Part-Time Employees	Number of Temporary Employees
	655	30	4

Geographical Areas

Designated CMAs		Provinces	
Calgary		Ont	551
Edmonton		Que	134
Halifax		NS	
Montreal	126	NB	
Regina		Man	
Toronto	485	BC	
Vancouver		PEI	
Winnipeg		Sask	
		Alta	
		Nfld	4
		Ykn	
		NWT	
Total Employees in Canada			689

CERTIFICATION

Certification of Accuracy

I, VICTOR PAPPALARDO,

hereby certify on behalf of AIR ATONOBEE LTD D.B.A. CITY EXPRESS,

that the information contained in Forms 1 to 6 of this report is true and accurate in every respect, to the best of my knowledge and belief.

CORPORATE SEAL

Date May 28/90

Signature [signature]

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A, Page 1

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	60000 - 64999	4	1	1										
		3												
	35000 - 39999	2	1	1										
		1	1	1										
Middle or Other Managers	60000 - 64999	4	2	2										
		3	4	4					1	1		1	1	
	17500 - 19999	2	9	9								2	2	
		1	15	11	4							3	3	
Professionals	50000 - 54999	4	4	4										
		3	2	2										
	12500 - 14999	2	10	8	2							6	4	2
		1	2	2								1	1	
Semi-Professional and Technicians	50000 - 54999	4	1	1										
		3	6	6								1	1	
	17500 - 19999	2	28	28								3	3	
		1	33	32	1				1	1		8	8	
Supervisors	25000 - 27499	4	2	2								2	2	
		3	3	1	2									
	12500 - 14999	2	7	5	2									
		1	9	2	7							2	1	1
Foremen / Women	35000 - 39999	4	1	1										
		3	1	1										
	12500 - 14999	2	3	3										
		1	4	4										

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	27500 - 29999	4	2	2								1	1	
		3	13	5	8							9	4	5
	10000 - 12499	2	65	32	33							23	11	12
		1	117	36	81							35	14	21
Sales Workers	35000 - 39999	4	1	1										
		3	1	1								1	1	
	12500 - 14999	2	7		7							2		2
		1	1	1										
Service Workers	27500 - 29999	4	1	1										
		3												
	7500 - 9999	2	15	3	12							1	1	
		1	77	22	55							15	8	7
Skilled Crafts and Trades Workers	40000 - 44999	4	8	8								1	1	
		3	24	24								13	13	
	10000 - 12499	2	27	27								10	10	
		1	37	36	1							9	9	
Semi-Skilled Manual Workers	35000 - 39999	4	2	2								1	1	
		3	7	7								5	5	
	10000 - 12499	2	10	10								4	4	
		1	86	85	1							25	25	
Other Manual Workers	17500 - 19999	4	1	1					1	1				
		3												
	12500 - 14999	2	1	1								1	1	
		1	3	1	2							1		1
Total No. of Employees			655	437	218				3	3		186	135	51

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	-	4												
		3												
	-	2												
		1												
Professionals	-	4												
		3												
	-	2												
		1												
Semi-Professional and Technicians	-	4												
		3												
	-	2												
		1												
Supervisors	15000 - 17499	4	1	1										
		3												
	15000 - 17499	2												
		1												
Foremen / Women	-	4												
		3												
	-	2												
		1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	15000 - 17499	4	2	1	1							1	1	
		3												
	5000 - 7499	2												
		1	2	1	1							1	1	
Sales Workers	-	4												
		3												
	-	2												
		1												
Service Workers	7500 - 9999	4	1		1							1		1
		3												
	7500 - 9999	2												
		1												
Skilled Crafts and Trades Workers	20000 - 22499	4	1	1										
		3	3	3										
	5000 - 7499	2	2	2										
		1	6	5	1									
Semi-Skilled Manual Workers	12500 - 14999	4	1	1										
		3												
	5000 - 7499	2	3	2	1									
		1	8	7	1									
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			30	24	6							3	2	1

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $10,000	46	8	38							3	1	2
$10,000 - $14,999	261	150	111							76	49	27
$15,000 - $17,499	82	47	35							24	14	10
$17,500 - $19,999	86	73	13				2	2		28	24	4
$20,000 - $22,499	41	28	13							13	8	5
$22,500 - $24,999	22	16	6							9	7	2
$25,000 - $27,499	21	20	1							13	13	
$27,500 - $29,999	31	30	1							9	8	1
$30,000 - $34,999	28	28								7	7	
$35,000 - $39,999	23	23								3	3	
$40,000 - $49,999	9	9					1	1		1	1	
$50,000 - $69,999	5	5										
$70,000 and Over												
Total No. of Employees	655	437	218				3	3		186	135	51

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES Form 3 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $2,500												
$2,500 - $4,999												
$5,000 - $7,499	12	9	3							1	1	
$7,500 - $9,999	8	6	2							1		1
$10,000 - $12,499	2	2										
$12,500 - $14,999	3	3								1	1	
$15,000 - $17,499	4	3	1									
$17,500 - $19,999												
$20,000 - $24,999	1	1										
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and Over												
Total No. of Employees	30	24	6							3	2	1

PERMANENT FULL TIME EMPLOYEES HIRED

Form 4 Part

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	4	4								2	2	
Professionals	1	1										
Semi-Professional and Technicians	18	18					1	1		8	8	
Supervisors												
Foremen / Women												
Clerical Workers	105	48	57							42	23	19
Sales Workers	3	1	2									
Service Workers	60	18	42							11	6	5
Skilled Crafts and Trades Workers	15	14	1							4	4	
Semi-Skilled Manual Workers	88	87	1							30	30	
Other Manual Workers	1		1									
Total No. of Employees Hired	295	191	104				1	1		97	73	24

PERMANENT PART TIME EMPLOYEES HIRED — Form 4 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	2	1	1							1	1	
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers	1	1										
Semi-Skilled Manual Workers	4	4										
Other Manual Workers												
Total No. of Employees Hired	7	6	1							1	1	

PERMANENT FULL TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	6	4	2				1	1		2	2	
Professionals	2	1	1							1		1
Semi-Professional and Technicians	9	9								1	1	
Supervisors	10	5	5							3	2	1
Foremen / Women												
Clerical Workers	15	6	9							5	1	4
Sales Workers	2		2									
Service Workers	3	1	2									
Skilled Crafts and Trades Workers	20	20								6	6	
Semi-Skilled Manual Workers	5	5								1	1	
Other Manual Workers												
Total No. of Employees Promoted	72	51	21				1	1		19	13	6
Total No. of Promotions	72	51	21				1	1		19	13	6

PERMANENT PART TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers												
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers												
Semi-Skilled Manual Workers												
Other Manual Workers												
Total No. of Employees Promoted												
Total No. of Promotions												

PERMANENT FULL TIME EMPLOYEES TERMINATED — Form 6 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	7	7								2	2	
Professionals	15	14	1							6	5	1
Semi-Professional and Technicians	25	24	1							1	1	
Supervisors	6	2	4							2	1	1
Foremen / Women	4	4										
Clerical Workers	103	39	64							29	12	17
Sales Workers	6	2	4							2	1	1
Service Workers	49	17	32							8	6	2
Skilled Crafts and Trades Workers	48	48								19	19	
Semi-Skilled Manual Workers	53	53								17	17	
Other Manual Workers	1	1										
Total No. of Employees Terminated	317	211	106							86	64	22

PERMANENT PART TIME EMPLOYEES TERMINATED — Form 6 Part 8

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	2	2								2	2	
Sales Workers												
Service Workers	1		1							1		1
Skilled Crafts and Trades Workers	6	6										
Semi-Skilled Manual Workers	2	2										
Other Manual Workers												
Total No. of Employees Terminated	11	10	1							3	2	1

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A, Page 1

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	25000 - 27499	4	1		1									
		3												
	20000 - 22499	2												
		1	1	1										
Professionals	35000 - 39999	4	1	1										
		3												
	30000 - 34999	2												
		1	1	1										
Semi-Professional and Technicians	35000 - 39999	4	2	2										
		3	9	9								2	2	
	17500 - 19999	2												
		1	10	10								2	2	
Supervisors	17500 - 19999	4	2	2										
		3	2	1	1									
	15000 - 17499	2	1	1										
		1	1		1									
Foremen / Women	27500 - 29999	4	1	1										
		3												
	17500 - 19999	2												
		1	1	1										

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	20000 - 22499	4	1		1									
		3	2	1	1									
	10000 - 12499	2	3	2	1									
		1	22	4	18							3	1	2
Sales Workers	25000 - 27499	4	2	1	1							1	1	
		3												
	12500 - 14999	2												
		1	1	1										
Service Workers	27500 - 29999	4	1	1										
		3												
	7500 - 9999	2	5	1	4									
		1	14		14									
Skilled Crafts and Trades Workers	35000 - 39999	4	3	3										
		3												
	10000 - 12499	2	6	6								2	2	
		1	9	9								1	1	
Semi-Skilled Manual Workers	15000 - 17499	4	1	1								1	1	
		3												
	10000 - 12499	2	10	10								1	1	
		1	7	7										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			120	77	43							13	11	2

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	-	4												
		3												
	-	2												
		1												
Professionals	-	4												
		3												
	-	2												
		1												
Semi-Professional and Technicians	-	4												
		3												
	-	2												
		1												
Supervisors	-	4												
		3												
	-	2												
		1												
Foremen / Women	-	4												
		3												
	-	2												
		1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	5000 - 7499	4	1		1									
		3												
	5000 - 7499	2												
		1	1	1								1	1	
Sales Workers	-	4												
		3												
	-	2												
		1												
Service Workers	-	4												
		3												
	-	2												
		1												
Skilled Crafts and Trades Workers	15000 - 17499	4	2	2										
		3												
	5000 - 7499	2												
		1	3	2	1									
Semi-Skilled Manual Workers	12500 - 14999	4	1	1										
		3												
	5000 - 7499	2	2	1	1									
		1	3	3										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			13	10	3							1	1	

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES — Form 3 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $10,000	9		9									
$10,000 - $14,999	56	29	27							5	3	2
$15,000 - $17,499	10	7	3							1	1	
$17,500 - $19,999	20	19	1							4	4	
$20,000 - $22,499	4	2	2									
$22,500 - $24,999	1	1										
$25,000 - $27,499	2	1	1							1	1	
$27,500 - $29,999	10	10								2	2	
$30,000 - $34,999	3	3										
$35,000 - $39,999	5	5										
$40,000 - $49,999												
$50,000 - $69,999												
$70,000 and Over												
Total No. of Employees	120	77	43							13	11	2

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES — Form 3 Part 8

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $2,500												
$2,500 - $4,999												
$5,000 - $7,499	7	5	2							1	1	
$7,500 - $9,999	3	2	1									
$10,000 - $12,499												
$12,500 - $14,999	1	1										
$15,000 - $17,499	2	2										
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and Over												
Total No. of Employees	13	10	3							1	1	

PERMANENT FULL TIME EMPLOYEES HIRED — Form 4 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians	5	5								2	2	
Supervisors												
Foremen / Women												
Clerical Workers	8	3	5									
Sales Workers	2	1	1									
Service Workers	7		7									
Skilled Crafts and Trades Workers	1	1										
Semi-Skilled Manual Workers	15	15										
Other Manual Workers												
Total No. of Employees Hired	38	25	13							2	2	

PERMANENT PART TIME EMPLOYEES HIRED — Form 4 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	1		1									
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers												
Semi-Skilled Manual Workers	4	4										
Other Manual Workers												
Total No. of Employees Hired	5	4	1									

PERMANENT FULL TIME EMPLOYEES PROMOTED

Form 5 Part

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians	2	2								1	1	
Supervisors	3	2	1									
Foremen / Women												
Clerical Workers												
Sales Workers												
Service Workers	2		2									
Skilled Crafts and Trades Workers	3	3										
Semi-Skilled Manual Workers												
Other Manual Workers												
Total No. of Employees Promoted	10	7	3							1	1	
Total No. of Promotions	10	7	3							1	1	

PERMANENT PART TIME EMPLOYEES PROMOTED — Form 5 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers												
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers												
Semi-Skilled Manual Workers												
Other Manual Workers												
Total No. of Employees Promoted												
Total No. of Promotions												

PERMANENT FULL TIME EMPLOYEES TERMINATED

Form 6 Part

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Quebeco

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	1	1										
Professionals	2	2										
Semi-Professional and Technicians	9	9										
Supervisors	1	1										
Foremen / Women	1	1										
Clerical Workers	12	2	10							1		1
Sales Workers	3	2	1							1	1	
Service Workers	9	2	7									
Skilled Crafts and Trades Workers	8	8								1	1	
Semi-Skilled Manual Workers	9	9								1	1	
Other Manual Workers												
Total No. of Employees Terminated	55	37	18							4	3	1

PERMANENT PART TIME EMPLOYEES TERMINATED

Form 6 Part 8

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS										Reporting Period : 1989		
Industrial Sector : Transportation and Storage Industries												
Location : Quebeco												
Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	1	1								1	1	
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers	2	2										
Semi-Skilled Manual Workers	1	1										
Other Manual Workers												
Total No. of Employees Terminated	4	4								1	1	

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	60000 - 64999	4	1	1										
		3												
	35000 - 39999	2	1	1										
		1	1	1										
Middle or Other Managers	60000 - 64999	4	2	2										
		3	4	4					1	1		1	1	
	17500 - 19999	2	9	9								2	2	
		1	12	9	3							3	3	
Professionals	50000 - 54999	4	4	4										
		3	1	1										
	12500 - 14999	2	9	7	2							6	4	2
		1	2	2								1	1	
Semi-Professional and Technicians	50000 - 54999	4	1	1										
		3	4	4								1	1	
	17500 - 19999	2	19	19								1	1	
		1	23	22	1				1	1		6	6	
Supervisors	25000 - 27499	4	2	2								2	2	
		3	3	1	2									
	12500 - 14999	2	3	2	1									
		1	7	1	6							2	1	1
Foremen / Women	35000 - 39999	4	1	1										
		3												
	12500 - 14999	2	3	3										
		1	3	3										

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	27500 - 29999	4	2	2								1	1	
		3	12	5	7							9	4	5
	10000 - 12499	2	60	29	31							23	11	12
		1	93	31	62							31	13	18
Sales Workers	35000 - 39999	4	1	1										
		3												
	20000 - 22499	2	1		1									
		1	5		5							2		2
Service Workers	15000 - 17499	4	3	1	2							1	1	
		3	25	12	13							9	5	4
	7500 - 9999	2	4	3	1							2	2	
		1	41	8	33							4	1	3
Skilled Crafts and Trades Workers	40000 - 44999	4	6	6								1	1	
		3	16	16								8	8	
	10000 - 12499	2	26	26								12	12	
		1	30	29	1							9	9	
Semi-Skilled Manual Workers	35000 - 39999	4	2	2								1	1	
		3	7	7								5	5	
	10000 - 12499	2	10	10								4	4	
		1	67	66	1							23	23	
Other Manual Workers	17500 - 19999	4	1	1					1	1				
		3												
	12500 - 14999	2	1	1								1	1	
		1	3	1	2							1		1
Total No. of Employees			531	357	174				3	3		172	124	48

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES — Form 2 Part B, Page

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	-	4												
		3												
	-	2												
		1												
Professionals	-	4												
		3												
	-	2												
		1												
Semi-Professional and Technicians	-	4												
		3												
	-	2												
		1												
Supervisors	15000 - 17499	4	1	1										
		3												
	15000 - 17499	2												
		1												
Foremen / Women	-	4												
		3												
	-	2												
		1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	15000 - 17499	4	1		1									
		3												
	12500 - 14999	2												
		1	1	1								1	1	
Sales Workers	-	4												
		3												
	-	2												
		1												
Service Workers	7500 - 9999	4	1		1							1		1
		3												
	7500 - 9999	2												
		1												
Skilled Crafts and Trades Workers	20000 - 22499	4	1	1										
		3												
	7500 - 9999	2	1	1										
		1	5	5										
Semi-Skilled Manual Workers	7500 - 9999	4	1	1										
		3												
	5000 - 7499	2	3	2	1									
		1	2	2										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			17	14	3							2	1	1

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES — Form 3 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $10,000	37	8	29							3	1	2
$10,000 - $14,999	202	119	83							70	46	24
$15,000 - $17,499	72	40	32							23	13	10
$17,500 - $19,999	66	54	12				2	2		24	20	4
$20,000 - $22,499	37	26	11							13	8	5
$22,500 - $24,999	20	14	6							9	7	2
$25,000 - $27,499	19	19								12	12	
$27,500 - $29,999	21	20	1							7	6	1
$30,000 - $34,999	25	25								7	7	
$35,000 - $39,999	18	18								3	3	
$40,000 - $49,999	9	9					1	1		1	1	
$50,000 - $69,999	5	5										
$70,000 and Over												
Total No. of Employees	531	357	174				3	3		172	124	48

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES — Form 3 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Salary Ranges	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under $2,500												
$2,500 - $4,999												
$5,000 - $7,499	5	4	1									
$7,500 - $9,999	5	4	1							1		1
$10,000 - $12,499	2	2										
$12,500 - $14,999	2	2								1	1	
$15,000 - $17,499	2	1	1									
$17,500 - $19,999												
$20,000 - $24,999	1	1										
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and Over												
Total No. of Employees	17	14	3							2	1	1

PERMANENT FULL TIME EMPLOYEES HIRED — Form 4 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	4	4								2	2	
Professionals	1	1										
Semi-Professional and Technicians	13	13					1	1		6	6	
Supervisors												
Foremen / Women												
Clerical Workers	97	45	52							42	23	19
Sales Workers	1		1									
Service Workers	53	18	35							11	6	5
Skilled Crafts and Trades Workers	14	13	1							4	4	
Semi-Skilled Manual Workers	73	72	1							30	30	
Other Manual Workers	1		1									
Total No. of Employees Hired	257	166	91				1	1		95	71	24

PERMANENT PART TIME EMPLOYEES HIRED — Form 4 Part B

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	1	1								1	1	
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers	1	1										
Semi-Skilled Manual Workers												
Other Manual Workers												
Total No. of Employees Hired	2	2								1	1	

PERMANENT FULL TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS

Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	6	4	2				1	1		2	2	
Professionals	2	1	1							1		1
Semi-Professional and Technicians	7	7										
Supervisors	7	3	4							3	2	1
Foremen / Women												
Clerical Workers	15	6	9							5	1	4
Sales Workers	2		2									
Service Workers	1	1										
Skilled Crafts and Trades Workers	17	17								6	6	
Semi-Skilled Manual Workers	5	5								1	1	
Other Manual Workers												
Total No. of Employees Promoted	62	44	18				1	1		18	12	6
Total No. of Promotions	62	44	18				1	1		18	12	6

PERMANENT PART TIME EMPLOYEES PROMOTED — Form 5 Part B

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers												
Sales Workers												
Service Workers												
Skilled Crafts and Trades Workers												
Semi-Skilled Manual Workers												
Other Manual Workers												
Total No. of Employees Promoted												
Total No. of Promotions												

PERMANENT FULL TIME EMPLOYEES TERMINATED — Form 6 Part A

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers	5	5								2	2	
Professionals	13	12	1							6	5	1
Semi-Professional and Technicians	16	15	1							1	1	
Supervisors	5	1	4							2	1	1
Foremen / Women	3	3										
Clerical Workers	89	36	53							27	12	15
Sales Workers	3		3							1		1
Service Workers	40	15	25							8	6	2
Skilled Crafts and Trades Workers	40	40								18	18	
Semi-Skilled Manual Workers	43	43								16	16	
Other Manual Workers	1	1										
Total No. of Employees Terminated	258	171	87							61	61	20

PERMANENT PART TIME EMPLOYEES TERMINATED — Form 6 Part B

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers												
Middle or Other Managers												
Professionals												
Semi-Professional and Technicians												
Supervisors												
Foremen / Women												
Clerical Workers	1	1								1	1	
Sales Workers												
Service Workers	1		1							1		1
Skilled Crafts and Trades Workers	4	4										
Semi-Skilled Manual Workers	1	1										
Other Manual Workers												
Total No. of Employees Terminated	7	6	1							2	1	1

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Montreal

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	25000 - 27499	4	1		1									
		3												
	25000 - 27499	2												
		1												
Professionals	35000 - 39999	4	1	1										
		3												
	35000 - 39999	2												
		1												
Semi-Professional and Technicians	35000 - 39999	4	2	2										
		3	9	9								2	2	
	17500 - 19999	2												
		1	10	10								2	2	
Supervisors	17500 - 19999	4	2	2										
		3	2	1	1									
	15000 - 17499	2	1	1										
		1	1		1									
Foremen / Women	17500 - 19999	4	1	1										
		3												
	17500 - 19999	2												
		1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	20000 - 22499	4	1		1									
		3	2	1	1									
	10000 - 12499	2	3	2	1									
		1	19	4	15							2	1	1
Sales Workers	25000 - 27499	4	2	1	1							1	1	
		3												
	12500 - 14999	2												
		1	1	1										
Service Workers	27500 - 29999	4	1	1										
		3												
	7500 - 9999	2	5	1	4									
		1	14		14									
Skilled Crafts and Trades Workers	35000 - 39999	4	3	3										
		3												
	10000 - 12499	2	6	6								2	2	
		1	7	7								1	1	
Semi-Skilled Manual Workers	15000 - 17499	4	1	1								1	1	
		3												
	10000 - 12499	2	10	10								1	1	
		1	7	7										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			112	72	40							12	11	1

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Montreal

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
		2												
	-	1												
Middle or Other Managers	-	4												
		3												
		2												
	-	1												
Professionals	-	4												
		3												
		2												
	-	1												
Semi-Professional and Technicians	-	4												
		3												
		2												
	-	1												
Supervisors	-	4												
		3												
		2												
	-	1												
Foremen / Women	-	4												
		3												
		2												
	-	1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	5000 - 7499	4	1		1									
		3												
	5000 - 7499	2												
		1	1	1								1	1	
Sales Workers	-	4												
		3												
	-	2												
		1												
Service Workers	-	4												
		3												
	-	2												
		1												
Skilled Crafts and Trades Workers	15000 - 17499	4	2	2										
		3												
	5000 - 7499	2												
		1	3	2	1									
Semi-Skilled Manual Workers	12500 - 14999	4	1	1										
		3												
	5000 - 7499	2	2	1	1									
		1	3	3										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			13	10	3							1	1	

Name of Business : AIR ATONOBEE LTD D.B.A. CITY EXPRESS | Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Torontol

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	60000 - 64999	4	1	1										
		3												
	35000 - 39999	2	1	1										
		1	1	1										
Middle or Other Managers	60000 - 64999	4	2	2										
		3	4	4					1	1		1	1	
	17500 - 19999	2	9	9								2	2	
		1	11	8	3							3	3	
Professionals	50000 - 54999	4	4	4										
		3	1	1										
	12500 - 14999	2	8	6	2							6	4	2
		1	2	2								1	1	
Semi-Professional and Technicians	50000 - 54999	4	1	1										
		3	3	3								1	1	
	17500 - 19999	2	18	18								1	1	
		1	18	17	1				1	1		5	5	
Supervisors	25000 - 27499	4	2	2								2	2	
		3	1		1									
	12500 - 14999	2	1	1										
		1	6	1	5							2	1	1
Foremen / Women	35000 - 39999	4	1	1										
		3												
	12500 - 14999	2	1	1										
		1	3	3										

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	27500 - 29999	4	2	2								1	1	
		3	9	4	5							7	3	4
	10000 - 12499	2	43	21	22							13	7	6
		1	98	38	60							43	18	25
Sales Workers	22500 - 24999	4	1		1									
		3	4		4							2		2
	20000 - 22499	2												
		1	1		1									
Service Workers	15000 - 17499	4	3	1	2							1	1	
		3	22	12	10							9	5	4
	7500 - 9999	2	3	3								2	2	
		1	31	7	24							4	1	3
Skilled Crafts and Trades Workers	40000 - 44999	4	6	6								1	1	
		3	16	16								8	8	
	10000 - 12499	2	26	26								12	12	
		1	25	24	1							9	9	
Semi-Skilled Manual Workers	35000 - 39999	4	2	2								1	1	
		3	7	7								5	5	
	10000 - 12499	2	10	10								4	4	
		1	57	57								22	22	
Other Manual Workers	17500 - 19999	4	1	1					1	1				
		3												
	12500 - 14999	2	1	1								1	1	
		1	3	1	2							1		1
Total No. of Employees			470	326	144				3	3		170	122	48

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES — Form 2 Part 8, Page 1

Name of Business : AIR ATONOBEE LTD O.B.A. CITY EXPRESS — Reporting Period : 1989

Industrial Sector : Transportation and Storage Industries

Location : Torontol

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper-Level Managers	-	4												
		3												
	-	2												
		1												
Middle or Other Managers	-	4												
		3												
	-	2												
		1												
Professionals	-	4												
		3												
	-	2												
		1												
Semi-Professional and Technicians	-	4												
		3												
	-	2												
		1												
Supervisors	-	4												
		3												
	-	2												
		1												
Foremen / Women	-	4												
		3												
	-	2												
		1												

Occupational Groups	Salary Range	Qtr	All Employees			Aboriginal Peoples			Disabled Persons			Visible Minorities		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Clerical Workers	15000 - 17499	4	1		1									
		3												
	12500 - 14999	2												
		1	1	1								1	1	
Sales Workers	-	4												
		3												
	-	2												
		1												
Service Workers	7500 - 9999	4	1		1							1		1
		3												
	7500 - 9999	2												
		1												
Skilled Crafts and Trades Workers	20000 - 22499	4	1	1										
		3												
	7500 - 9999	2	1	1										
		1	3	3										
Semi-Skilled Manual Workers	5000 - 7499	4	2	2										
		3												
	5000 - 7499	2	1	1										
		1	1	1										
Other Manual Workers	-	4												
		3												
	-	2												
		1												
Total No. of Employees			12	10	2							2	1	1

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	DHL INTERNATIONAL EXPRESS LTD	DHL WORLDWIDE EXPRESS

	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
ADDRESS	6205 AIRPORT RD MISSISSAUGA ON L4V 1E1	

	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
OFFICERS	KAL TOBIAS	HOWARD PIERSON
POSITION	PRESIDENT	DIRECTOR OF H.R AND ADMIN

AREA CODE: 416 — TELEPHONE NUMBER: 673 - 2230

REPORT

INDUSTRIAL SECTOR(S)

INDUSTRIAL SECTOR	NO. OF EMPLOYEES
1 — POSTAL & COURIER SERVICE	315
2	0
3	0
4	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
237	63	14

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs

CALGARY	14
EDMONTON	8
HALIFAX	4
MONTREAL	47
REGINA	0
TORONTO	187
VANCOUVER	34
WINNIPEG	5

PROVINCES/TERRITORIES

ONT.	203
QUE.	47
N.S.	4
N.B.	0
MAN.	5
B.C.	34
P.E.I.	0
SASK.	0
ALTA.	22
NFLD	0
YKN	0
N.W.T.	0

TOTAL EMPLOYEES IN CANADA: 315

CERTIFICATION OF ACCURACY

I, (Name) HOWARD PIERSON, HEREBY CERTIFY ON BEHALF OF (Name of Employer) DHL INTERNATIONAL EXPRESS LTD, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE May 30th 1990 SIGNATURE H. Pierson

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005099 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	1	1										
	48000 - 54999	3	2	1									
	44999 - 47500	2	2										
Middle or other managers	50000 - 54999	3	2	1									
	27500 - 29999	4	2	2									
	25000 - 27499	1	1										
Professionals													
Semi-professionals and technicians													
Supervisors	35000 - 39999	1	1										
	32500 - 34999	4		4									
	30000 - 32499	1		1									
	25000 - 29999	2	1	1							1	1	
Foremen/women	45000 - 49999	3	2	1									
	40000 - 44999	4	4					1	1				
	37500 - 39999	6	4	2									
	35000 - 37499	5	1	4							1		1

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	4	8		8							2		2
	29999	3	10		10							2		2
	15000	2	11		11							2		2
	17499	1	16	1	15				1		1	8	1	7
Sales workers	45000	4	2	1	1									
	49999	3	2	1	1									
	17500	2	7	5	2									
	19999	1	10	4	6							1		1
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	30000	4	15	13	2							3	3	
	34999	3	40	34	6							11	10	1
	10000	2	67	37	30							7	3	4
	12499	1	6	4	2									
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			237	125	112				2	1	1	38	18	20

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005093 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and Bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	12500	3		3							3		3
	14999	2		2									
	5000	1		1									
	7499	1		1									
Sales workers	7500	1		1									
	9999												
	0												
	0												
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	22500	3	3										
	24999	4	3	1									
	0	17	10	7							5	3	2
	2499	31	13	18							9	3	6
Other manual workers													
TOTAL NUMBER OF EMPLOYEES		63	29	34							17	6	11

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005098 DHL INTERNATIONAL EXPRESS — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	1	1	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	17	6	11	0	0	0	1	0	1	4	0	4
$17,500-$19,999	51	19	32	0	0	0	0	0	0	9	2	7
$20,000-$22,499	40	18	22	0	0	0	0	0	0	6	2	4
$22,500-$24,999	40	25	15	0	0	0	0	0	0	8	6	2
$25,000-$27,499	25	13	12	0	0	0	0	0	0	6	4	2
$27,500-$29,999	18	13	5	0	0	0	0	0	0	3	2	1
$30,000-$34,999	20	14	6	0	0	0	1	1	0	2	2	0
$35,000-$39,999	9	4	5	0	0	0	0	0	0	0	0	0
$40,000-$49,999	8	5	3	0	0	0	0	0	0	0	0	0
$50,000-$69,999	6	5	1	0	0	0	0	0	0	0	0	0
$70,000 >	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	237	125	112	0	0	0	2	1	1	38	18	20

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005099 DHL INTERNATIONAL EXPRESS | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	5	1	4	0	0	0	0	0	0	2	0	2
$2,500-$4,999	19	8	11	0	0	0	0	0	0	6	2	4
$5,000-$7,499	12	7	5	0	0	0	0	0	0	1	1	0
$7,500-$9,999	11	5	6	0	0	0	0	0	0	5	3	2
$10,000-$12,499	7	3	4	0	0	0	0	0	0	0	0	0
$12,500-$14,999	6	2	4	0	0	0	0	0	0	3	0	3
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	1	1	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	2	2	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	63	29	34	0	0	0	0	0	0	17	6	11

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 085098 DHL INTERNATIONAL EX — Industrial Sector: 484 POSTAL & COURIER SER

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	3	3	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	5	3	2	0	0	0	0	0	0	1	1	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	27	3	24	0	0	0	0	0	0	10	2	8
Sales workers	15	7	8	0	0	0	0	0	0	1	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	80	56	24	0	0	0	0	0	0	12	9	3
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	131	73	58	0	0	0	0	0	0	24	12	12

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005098 DHL INTERNATIONAL EX — Industrial Sector: 484 POSTAL & COURIER SER

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	0	5	0	0	0	0	0	0	2	0	2
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	51	23	28	0	0	0	0	0	0	14	5	9
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	57	23	34	0	0	0	0	0	0	16	5	11

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005098 DHL INTERNATIONAL EX — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	1	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	5	3	2	0	0	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	1	0	1	2	0	2
Sales workers	4	2	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	16	6	10	0	0	0	1	0	1	2	0	2
TOTAL NUMBER OF PROMOTIONS	16	6	10	0	0	0	1	0	1	2	0	2

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005099 DHL INTERNATIONAL EX | Industrial Sector: 4E4 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED Form 6 Part A

Name of Business: 005078 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	5	3	2	0	0	0	0	0	0	1	1	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	23	5	18	0	0	0	0	0	0	5	1	4
Sales workers	16	9	7	0	0	0	0	0	0	2	1	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	62	41	19	1	1	0	0	0	0	8	4	4
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	109	62	46	1	1	0	0	0	0	16	7	9

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005898 DHL INTERNATIONAL EX — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	54	20	34	0	0	0	0	0	0	18	6	12
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	58	20	38	0	0	0	0	0	0	19	6	13

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005088 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ IAI IRI IT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3	1	1										
	40000 44999	2	3	2	1									
		1	2	2										
Middle or other managers	50000 54999	4	2	1	1									
		3												
	40000 44999	2		1										
		1	2	1	1									
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	35000 39999	4	3		3									
		3	1		1									
	22500 24999	2												
		1	2	1	1							1	1	
Foremen/women	45000 49999	4	1	1										
		3	3	2	1									
	22500 24999	2	5	3	2				1	1				
		1	3	3										

Name of Business: 005298 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	4	8		8							2		2
	29999	3	5		5							2		2
	15000	2	8		8							2		2
	17499	1	9	1	8							6	1	5
Sales workers	35000	4	2	1	1									
	39999	3	1	1										
	17500	2	3	1	2									
	19999	1	4		4							1		1
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	30000	4	15	13	2							3	3	
	34999	3	29	25	4							10	9	1
	10000	2	30	14	16							4	1	3
	12499	1	3	3										
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			148	77	69				1	1		31	15	16

Name of Business: 005098 DHL INTERNATIONAL EX	Industrial Sector: 484 POSTAL & COURIER SERVICE	Reporting Period: 1989

Location: National (Canada)	Province/Territory 10 ONTARIO	Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	12500	3		3							3		3
	14999	1		1									
	5000												
	7499	1		1									
Sales workers													
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	22500	2	2										
	24999	3	3										
	0	11	8	3							4	3	1
	2499	22	8	14							8	2	6
Other manual workers													
TOTAL NUMBER OF EMPLOYEES		43	21	22							15	5	10

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005098 DHL INTERNATIONAL EXPRESS | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	1	1	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	6	2	4	0	0	0	0	0	0	2	0	2
$17,500-$19,999	28	8	20	0	0	0	0	0	0	7	1	6
$20,000-$22,499	19	8	11	0	0	0	0	0	0	5	1	4
$22,500-$24,999	24	16	8	0	0	0	0	0	0	6	5	1
$25,000-$27,499	19	9	10	0	0	0	0	0	0	6	4	2
$27,500-$29,999	16	11	5	0	0	0	0	0	0	3	2	1
$30,000-$34,999	16	11	5	0	0	0	1	1	0	2	2	0
$35,000-$39,999	5	2	3	0	0	0	0	0	0	0	0	0
$40,000-$49,999	5	3	2	0	0	0	0	0	0	0	0	0
$50,000-$69,999	5	4	1	0	0	0	0	0	0	0	0	0
$70,000 >	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	146	77	69	0	0	0	1	1	0	31	15	16

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005098 DHL INTERNATIONAL EXPRESS | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	5	1	4	0	0	0	0	0	0	2	0	2
$2,500-$4,999	15	7	8	0	0	0	0	0	0	6	2	4
$5,000-$7,499	7	3	4	0	0	0	0	0	0	0	0	0
$7,500-$9,999	5	4	1	0	0	0	0	0	0	4	3	1
$10,000-$12,499	4	2	2	0	0	0	0	0	0	0	0	0
$12,500-$14,999	5	2	3	0	0	0	0	0	0	3	0	3
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	2	2	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	43	21	22	0	0	0	0	0	0	15	5	10

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005099 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	3	3	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	2	2	0	0	0	0	0	0	1	1	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	25	3	22	0	0	0	0	0	0	10	2	8
Sales workers	9	3	6	0	0	0	0	0	0	1	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	49	33	16	0	0	0	0	0	0	11	8	3
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	91	45	46	0	0	0	0	0	0	23	11	12

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005898 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	2	0	0	2	0	2
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	32	15	17	0	0	0	2	0	0	13	4	9
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	36	15	21	0	0	0	2	0	0	15	4	11

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	0	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers	2	0	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	7	1	6	0	0	0	0	0	0	1	0	1
TOTAL NUMBER OF PROMOTIONS	7	1	6	0	0	0	0	0	0	1	0	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005899 DHL INTERNATIONAL EX — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	5	3	2	0	0	0	0	0	0	1	1	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	22	5	17	0	0	0	0	0	0	5	1	4
Sales workers	10	6	4	0	0	0	0	0	0	2	1	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	38	24	14	1	1	0	0	0	0	8	4	4
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	78	41	37	1	1	0	0	0	0	16	7	9

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part 6

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	38	14	24	0	0	0	0	0	0	17	5	12
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	41	14	27	0	0	0	0	0	0	18	5	13

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory | X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	1	1										
	60000 59999	1	1										
	40000 44999	3	2	1									
		2	2										
Middle or other managers	50000 54999	2	1	1									
	40000 44999	1	1										
Professionals													
Semi-professionals and technicians													
Supervisors	35000 39999	3		3									
	22500 24999	1		1									
		2	1	1							1	1	
Foremen/women	45000 49999	1	1										
	22500 24999	3	2	1									
		5	3	2				1	1				

Name of Business: 885099 DHL INTERNATIONAL EX | Industrial Sector: 494 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	4	8		8							2		2
	29999	3	5		5							2		2
	15000	2	7		7							2		2
	17499	1	9	1	8							6	1	5
Sales workers	35000	4	2	1	1									
	39999	3	1	1										
	20000	2	1		1									
	22499	1	4	1	3							1		1
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	38000	4	15	13	2							3	3	
	34999	3	28	24	4							10	9	1
	10000	2	22	7	15							4	1	3
	12499	1	2	2										
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			132	68	64				1	1		31	15	16

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 86 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005098 DHL INTERNATIONAL EX | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory * Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	12500	3		3							3		3
	14999	1		1									
	5000												
	7499	1		1									
Sales workers													
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	22500	2	2								1		1
	24999	3	3								4	3	1
	0	10	7	3							8	2	6
	2499	21	8	13									
Other manual workers													
TOTAL NUMBER OF EMPLOYEES		41	20	21							15	5	10

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

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1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	DEFENCE CONSTRUCTION 1951 LIMITED	DEFENCE CONSTRUCTION CANADA
	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
ADDRESS	SIR CHARLES TUPPER BUILDING RIVERSIDE DRIVE	OTTAWA, ONTARIO K1A 0K3
	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
OFFICERS	J.R. LORNE ATCHISON	RONALD LACRANCE
	POSITION TITLE	POSITION TITLE / AREA CODE / TELEPHONE NUMBE
POSITION	PRESIDENT	DIRECTOR OF PERSONNEL / 613 / 998 - 9539

REPORT SUMMARY

		INDUSTRIAL SECTOR	NO. OF EMPLOYEES
REPORT SUMMARY	INDUSTRIAL SECTOR(S)	FEDERAL CROWNS	280
		INDUSTRIAL SECTOR 2	0
		INDUSTRIAL SECTOR 3	0
		INDUSTRIAL SECTOR 4	0

EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
	223	0	33

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	3	ONT.	116
EDMONTON	9	QUE.	23
HALIFAX	3	N.S.	30
MONTREAL	8	N.B.	12
REGINA	0	MAN.	17
VANCOUVER	1	B.C.	32
TORONTO	5	P.E.I.	4
WINNIPEG	11	SASK.	3
		ALTA.	35
		NFLD	6
		YKN	1
		N.W.T.	1
TOTAL EMPLOYEES IN CANADA			280

CERTIFICATION OF ACCURACY

I, (Name) Lorne Atchison, HEREBY CERTIFY ON BEHALF OF (Name of Employer) Defence Construction (1951) Limited, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORAT SEAL

DATE July 18, 1990

SIGNATURE J.R. Atchison

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	DEFENCE CONSTRUCTION (1951) LIMITED	DEFENCE CONSTRUCTION CANADA
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS SIR CHARLES TUPPER BUILDING RIVERSIDE DRIVE	MAILING ADDRESS OTTAWA, ONTARIO K1A 0K3
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER J. R. LORNE ATCHISON	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY RONALD LACHANCE
POSITION	POSITION TITLE PRESIDENT	POSITION TITLE DIRECTOR OF PERSONNEL

AREA CODE TELEPHONE NUMBER: 613 | 998 - 9539

REPORT SUMMARY

INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1: FEDERAL CROWNS	NO. OF EMPLOYEES	280
	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES	0
	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	0
	INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES	0

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	3	ONT.	115
EDMONTON	9	QUE.	24
HALIFAX	3	N.S.	30
MONTREAL	8	N.B.	12
REGINA	0	MAN.	17
TORONTO	5	B.C.	32
VANCOUVER	1	P.E.I.	4
WINNIPEG	11	SASK.	3
		ALTA.	35
		NFLD	6
		YKN	1
		N.W.T.	1

TOTAL EMPLOYEES IN CANADA: 280

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
222	0	34

CERTIFICATION OF ACCURACY

I, (Name) Lorne Atchison, HEREBY CERTIFY ON BEHALF OF (Name of Employer) Defence Construction (1951) Limited, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORAT SEAL

DATE July 3, 1990

SIGNATURE

Refer to file number *Mentionner le dossier*

EXECUTIVE SUMMARY
Employment Equity Program

Organization

Defence Construction Canada (DCC) is an organization involved in construction management for the Department of National Defence. The company is responsible for the award and administration of contracts for the construction and maintenance of the Department's facilities across Canada.

DCC is made up of five regions in Canada: Quebec, Ontario, Prairie, Pacific and Atlantic. The Head Office is located in Ottawa. There are approximately two hundred continuing employees. As a Crown corporation, DCC enjoys considerable flexibility in the management of its personnel. The seasonal nature of some projects, and variation in the quantity, location type of work and timing of Department's construction program, create a marked effect on the number, type and location of our site staff at any time.

Employment Equity

In order to maintain the flexibility in human resource management required to respond to the conditions mentioned above, DCC engages some temporary and term employees. Since term employees are normally converted to continuing after two years, the data classifies employees with over 1 year service as continuing.

The four designated groups identified in the legislation are generally under-represented in specific categories in the company. Approximately 62% of the personnel in the company are either engineers or engineering technicians who work in the construction area. DCC received few applications for employment from members of the designatec groups and of those who applied, very few had the necessary qualifications.

It should be noted that in 1989 the report was compiled on a computer software package supplied by the Department of Employment and Immigration. This resulted in differences between the number of employees in various categories in 1989 and those reported in 1988.

SOMMAIRE EXECUTIF
Programme d'Equité en matière d'emploi

Organisation

Construction de Défense Canada (CDC) est une société oeuvrant dans la gestion des travaux de construction pour le compte du ministère de la Défense nationale. La société est chargée de l'attribution et de l'administration des marchés des travaux de construction et d'entretien des installations militaires à travers le Canada.

CDC se compose de cinq bureaux régionaux au Canada: Québec, Ontario, Prairie, Pacifique, Atlantique et d'un siège social situé à Ottawa et compte environ deux cent employés permanents. En tant que société d'Etat, CDC jouit du maximum de latitude et d'économie dans la gestion de son personnel. Un effet marqué sur le nombre, le genre et l'emplacement de nos employés de chantier est créé dû à la nature saisonnière de certains projets ainsi qu'à la variation dans la quantité, le lieu, le genre de travaux et le calendrier d'exécution du programme de construction du ministère.

Equité en matière d'emploi

Afin de maintenir une flexibilité dans la gestion des resources humaines nécessaire pour répondre aux conditions ci-haut mentionnées, CDC engage certains employés de façon temporaire et à terme. Puisque le statut des employés à terme est normalement changé pour celui de permanent après deux ans, les données classifie les employés possédant plus d'un an d'expérience comme permanent.

Les quatres groupes désignés dans la législation sont en général sous-représentés dans les catégories spécifiques à la société. De plus, environ 62% de la main d'oeuvre de CDC travaille dans le milieu de la construction, soit à titre d'ingénieur ou de technicien en génie. Or, il s'avère que peu de membres appartenant à ces groupes, postulent chez nous, d'une part, et, d'autre part, ceux qui le font, ne possèdent souvent pas les qualifications nécessaires.

Il est à souligner que le rapport pour l'année 1989 fut produit à l'aide d'un logiciel fourni par le ministère de l'Emploi et Immigration. Ceci entraîna des différences entre le nombre d'employés des diverses catégories en 1989 comparé au nombre présenté en 1988.

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/U/A/R/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	4	4					1	1				
		3	7	7					1	1				
	55000	2	1	1										
	59999	1	1		1									
Middle or other managers	65000	4	9	9					1	1				
	69999	3	3	3										
	25000	2	5	1	4									
	27499	1	8	1	7									
Professionals	60000	4	4	4										
	64999	3	9	9					1	1		1	1	
	25000	2	15	13	2									
	27499	1	15	11	4							1	1	
Semi-professionals and technicians	50000	4	9	9		1	1							
	54999	3	48	46	2				3	3		1	1	
	17500	2	30	29	1				1	1				
	19999	1	6	1	5							1		1
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	27500	4	5		5							1		1
Clerical workers	29999	3	20	4	16							1		1
	15000	2	20	2	18									
	17499	1	4		4									
		4												
Sales workers		3												
		2												
		1												
		4												
Service workers		3												
		2												
		1												
		4												
Skilled crafts and trades workers		3												
		2												
		1												
		4												
Semi-skilled manual workers		3												
		2												
		1												
		4												
Other manual workers		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			223	154	69	1	1		8	8		6	3	3

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Form 3 Part A

Name of Business: 005104 DEFENCE CONSTRUCTION 1951 | Industrial Sector: 000 FEDERAL CROWNS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	10	1	9	0	0	0	0	0	0	0	0	0
$20,000-$22,499	15	1	14	0	0	0	0	0	0	0	0	0
$22,500-$24,999	21	4	17	0	0	0	0	0	0	1	0	1
$25,000-$27,499	8	2	6	0	0	0	0	0	0	1	0	1
$27,500-$29,999	14	9	5	0	0	0	0	0	0	2	1	1
$30,000-$34,999	33	27	6	0	0	0	1	1	0	0	0	0
$35,000-$39,999	44	36	8	0	0	0	1	1	0	1	1	0
$40,000-$49,999	40	38	2	1	1	0	2	2	0	1	1	0
$50,000-$69,999	26	25	1	0	0	0	2	2	0	0	0	0
$70,000 >	11	11	0	0	0	0	2	2	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	223	154	69	1	1	0	8	8	0	6	3	3

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED Form 4 Part A

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	12	10	2	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians	10	6	4	0	0	0	0	0	0	1	0	1
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	0	6	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	29	17	12	0	0	0	0	0	0	2	1	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 Part A

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	0	3	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	5	1	4	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	5	1	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	5	4	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	6	6	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	8	1	7	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	19	11	8	0	0	0	0	0	0	0	0	0

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	70000	4	4	4					1	1				
Upper-level	and over	3	2	2										
managers	55000	2	1	1										
	59999	1	1		1									
	65000	4	4	4										
Middle or other	60999	3	3	3										
managers	25000	2	4	1	3									
	27499	1	5		5									
	55000	4	3	3					1	1				
Professionals	59999	3	2	2										
	27500	2	6	5	1									
	29999	1	5	3	2									
	50000	4	2	2										
Semi-professionals	54999	3	25	23	2				2	2		1	1	
and technicians	17500	2	3	2	1									
	19999	1	2	1	1									
		4												
Supervisors		3												
		2												
		1												
		4												
Foremen/women		3												
		2												
		1												

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	4	3		3							1		1
	29999	3	8	2	6									
	17500	2	9	3	6									
	19999	1	7	1	6									
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			99	32	37				4	4		2	1	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005104 DEFENCE CONSTRUCTION 1951 | Industrial Sector: 000 FEDERAL CROWNS

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	7	1	6	0	0	0	0	0	0	0	0	0
$20,000-$22,499	4	1	3	0	0	0	0	0	0	0	0	0
$22,500-$24,999	13	4	9	0	0	0	0	0	0	0	0	0
$25,000-$27,499	5	1	4	0	0	0	0	0	0	0	0	0
$27,500-$29,999	5	1	4	0	0	0	0	0	0	1	0	1
$30,000-$34,999	6	3	3	0	0	0	0	0	0	0	0	0
$35,000-$39,999	17	12	5	0	0	0	1	1	0	1	1	0
$40,000-$49,999	24	22	2	0	0	0	1	1	0	0	0	0
$50,000-$69,999	12	11	1	0	0	0	1	1	0	0	0	0
$70,000 >	6	6	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	99	62	37	0	0	0	4	4	0	2	1	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	4	3	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	3	2	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	10	5	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005104 DEFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	0	3	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	4	0	4	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	4	0	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005104 DÉFENCE CONSTRUCTION | Industrial Sector: 000 FEDERAL CROWNS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	3	3	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	0	5	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	9	4	5	0	0	0	0	0	0	0	0	0

Publications

5106
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) Denison Mines Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) Denison Mines Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) Royal Bank Plaza, P.O. Box 40, Suite 3900
South Tower, Toronto, Ontario M5J 2K2

MAILING ADDRESS - ADRESSE POSTALE
(4) P.O. Box 2600, Elliot Lake, Ontario P5A 2K2

OFFICERS / AGENTS

~~INITIAL OF CHIEF EXECUTIVE OFFICER OF EMPLOYER~~ - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) A. C. Rickaby

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) Neil Kuisma

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) Vice President, Uranium Operations

POSITION TITLE - TITRE OU FONCTION
(8) Employment Equity Officer

AREA CODE (IND. REG.) / TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 7 0 5 | 4 6 1 6 1 7 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

	NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
(10) INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Metal Mines	1961
(11) INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2:	
(12) INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3:	
(13) INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4:	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
1688		12

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C.M.As / R.M.A DESIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT.	1936
QUE.-QC	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-Î.-P.-É.	
SASK.-SASK.	25
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 1961

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) A. C. Rickaby, HEREBY CERTIFY ON BEHALF OF (Name of employer) Denison Mines Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: July 20, 1990

SIGNATURE - SIGNATURE: _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 1847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

EQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / *Formulaire* 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) Denison Mines Limited

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) Denison Mines Limited

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) Royal Bank Plaza, P.O. Box 40, Suite 3900
South Tower, Toronto, Ontario M5J 2K2

MAILING ADDRESS - *ADRESSE POSTALE*
(4) P.O. Box 2600, Elliot Lake, Ontario P5A 2K2

OFFICERS / AGENTS / *POSITION / FONCTION*

~~NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER~~ - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) A. C. Rickaby

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
(7) Neil Kuisma

POSITION TITLE - *TITRE OU FONCTION*
(6) Vice President, Uranium Operations

POSITION TITLE - *TITRE OU FONCTION*
(8) Employment Equity Officer

AREA CODE AND REG. (9) 705 | TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 461 6170

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

		NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
(10)	INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*: Metal Mines	1961
(11)	INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	
(12)	INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	
(13)	INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	

EMPLOYMENT STATUS CATEGORIES / *CATEGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
1688		12

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED CMAs / *RMR DÉSIGNÉES*		(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*	
CALGARY		ONT. -ONT	1936
EDMONTON		QUE. -Qc	
HALIFAX		N.S. -N.-É.	
MONTREAL		N.B. -N.-B.	
REGINA		MAN. -MAN.	
TORONTO		B.C. -C.-B.	
VANCOUVER		P.E.I. -I.-P.-É.	
WINNIPEG		SASK. -SASK.	25
		ALTA. -ALB.	
		NFLD. -T.-N.	
		YUK. -YUK.	
		N.W.T. -T.N.-O.	
(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*			1961

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20)
I, (Name) A. C. Rickaby, HEREBY CERTIFY ON BEHALF OF (Name of employer) Denison Mines Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - *DATE* June 4, 1990

SIGNATURE - *SIGNATURE* A. C. Rickaby

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 384 (9 86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

1989 REPORT SUMMARY

In 1989 the uranium industry continued to experience low prices on the world markets. This resulted in the operations at Elliot Lake in curtailing hiring early in the year, and as employees were leaving, they were not being replaced.

The number of promotions was down considerably from the previous year as there was generally not much movement in the organization.

The only designated group affected is the aboriginal and women's group where one female aboriginal in group 12 that was reported in 1988, went off work in 1988 and had no earnings in 1989.

The staffing actions for the remaining designated groups and occupational groups accounts for all movement that occurred in 1989.

The number of temporary employees reported in Box 16 were employed at Elliot Lake Operations and Mid West and are not included in the report.

The Saskatchewan Operations are reported in the National Report. A separate report is included for Ontario.

The attached summary of the staffing actions which affected group totals in 1989, is for the Ontario report only.

N. Kuisma
Employment Equity Officer

NK:rw
Attach.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise: Denison Mines Limited

Industrial Sector: / Branche d'activité: Metal Mines

Reporting Period: / Période de rapport: 1989

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4	1	1										
		3												
	70,000 and over	2												
		1	2	1	1									
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 and over	4	6	6								1	1	
		3	10	10										
	40,000 - 44,999	2	31	31										
		1	8	7	1									
Professionals / Professionnels	70,000 and over	4	4	4								1	1	
		3	8	8										
	35,000 - 39,999	2	19	17	2							1	1	
		1	13	11	2							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens	55,000 - 59,999	4	7	7								1	1	
		3	1	1										
	35,000 - 39,999	2	20	19	1							1	1	
		1	20	18	2									
Supervisors / Surveillants	50,000 - 54,999	4	3	3										
		3	5	4	1							1	1	
	35,000 - 39,999	2	2	1	1									
		1	1		1									
Foremen/women / Contremaîtres	60,000 - 64,999	4	7	7										
		3	72	72										
	45,000 - 49,999	2	28	28		1	1							
		1	2	2										

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 2 Part A, Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	.. Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	45,000 - 49,999	4	30	20	10									
		3	36	7	29				1	1		1		1
	17,500 - 19,999	2	3	0	3									
		1	2	0	2									
Sales workers / Employés du secteur de la vente	N/A	4												
		3												
	N/A	2												
		1												
Service workers / Employés du secteur des services	50,000 - 54,999	4	1	1										
		3	10	10										
	35,000 - 39,999	2	13	9	4									
		1	1	1										
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	55,000 59,999	4	1	1										
		3	20	20										
	35,000 - 39,999	2	89	88	1									
		1	17	17										
Semi-skilled manual workers / Travailleurs manuels spécialisés	70,000 and over	4	22	22										
		3	74	74										
	35,000 - 39,999	2	318	318		2	2		1	1		1	1	
		1	508	503	5	4	3	1	3	3				
Other manual workers / Autres travailleurs manuels	45,000 - 49,999	4	12	12					1	1				
		3	74	73	1	1	1							
	30,000 - 34,999	2	125	123	2									
		1	62	49	13									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			1,688	1,606	82	8	7	1	6	6		9	8	1

EMP 3871 (9-86) P 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **3** Part A *Partie A*

Name of Business *Nom de l'entreprise*: Denison Mines Limited

Industrial Sector *Branche d'activité*: Metal Mines

Location *Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period *Période de rapport*: 19 89

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $10,000												
$10,000 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999	1		1									
$20,000 - $22,499												
$22,500 - $24,999												
$25,000 - $27,499	1		1									
$27,500 - $29,999												
$30,000 - $34,999	4	1	3									
$35,000 - $39,999	196	152	44				1	1		1		1
$40,000 - $49,999	915	885	30	5	4	1	5	5		3	3	
$50,000 - $69,999	520	518	2	3	3					4	4	
$70,000 and over *et plus*	51	50	1							1	1	
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	1,688	1,606	82	8	7	1	6	6		9	8	1

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: Denison Mines Limited

Industrial Sector: / Branche d'activité: Metal Mines

Location / Endroit: [x] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels	1	1								1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	2		2									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers / Travailleurs manuels spécialisés	36	36										
Other manual workers / Autres travailleurs manuels	8	5	3									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	50	44	6							1	1	

EMP 3870 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business *Nom de l'entreprise*: Denison Mines Limited

Industrial Sector *Branche d'activité*: Metal Mines

Location-*Endroit*: [X] National (Canada) *National (Canada)* [ ] Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period: *Période de rapport*: 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*	2	2										
Professionals *Professionnels*	7	3	4									
Semi-professionals and technicians *Semi-professionnels et techniciens*	1		1									
Supervisors *Surveillants*	1	1										
Foremen/women *Contremaîtres*	1	1										
Clerical workers *Employés de bureau*	3		3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*	1		1									
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	2	2										
Semi-skilled manual workers *Travailleurs manuels specialises*	7	6	1									
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED ***NOMBRE TOTAL DE SALARIÉS PROMUS***	25	15	10									
TOTAL NUMBER OF PROMOTIONS ***NOMBRE TOTAL D'AVANCEMENTS***	26	15	11									

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* **6** Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* Denison Mines Limited

Industrial Sector: / *Branche d'activité:* Metal Mines

Location / *Endroit*: ☒ National (Canada) / *National (Canada)* ☐ Province / Territory (specify) / *Province / territoire (préciser)* _____

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*	3	3								1	1	
Professionals / *Professionnels*	6	6								1	1	
Semi-professionals and technicians / *Semi-professionnels et techniciens*	3	2	1									
Supervisors / *Surveillants*	1		1									
Foremen/women / *Contremaîtres*	8	8										
Clerical workers / *Employés de bureau*	3		3									
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*	1	1										
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	4	4										
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	80	79	1									
Other manual workers / *Autres travailleurs manuels*	9	8	1									
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	118	111	7							2	2	

EMP 3872 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A / Partie A Page 1

Name of Business / Nom de l'entreprise: Denison Mines Limited

Industrial Sector / Branche d'activité: Metal Mines

Reporting Period / Période de rapport: 1989

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs		4	1	1										
		3												
	70,000 and over	2												
		1	1		1									
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 and over	4	6	6								1	1	
		3	10	10										
	40,000	2	31	31										
	44,999	1	7	6	1									
Professionals / Professionnels	65,000	4	1	1										
	69,999	3	9	9										
	35,000	2	23	21	2							1	1	
	39,999	1	8	6	2							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens	55,000	4	7	7								1	1	
	59,999	3	1	1										
	35,000	2	20	19	1							1	1	
	39,999	1	19	17	2									
Supervisors / Surveillants	50,000	4	2	2										
	54,999	3	5	5								1	1	
	40,000	2	2		2									
	44,999	1	1	1										
Foremen/women / Contremaîtres	60,000	4	7	7										
	64,999	3	72	72										
	45,000	2	28	28		1	1							
	49,999	1	2	2										

EMP. 3471 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	45,000	4	10	10										
	49,999	3	24	12	12									
	30,000	2	27	4	23				1	1		1		1
	34,999	1	8	1	7									
Sales workers / Employes du secteur de la vente	N / A	4	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A	N / A
		3												
		2												
		1												
Service workers / Employes du secteur des services	50,000	4	1	1										
	54,999	3	10	10										
	35,000	2	13	9	4									
	39,999	1	1	1										
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	50,000	4	1	1										
	54,999	3	20	20										
	35,000	2	89	88	1									
	39,999	1	17	17										
Semi-skilled manual workers / Travailleurs manuels specialises	70,000	4	22	22										
	and over	3	74	74										
	35,000	2	318	318		2	2		1	1		1	1	
	39,999	1	508	503	5	4	3	1	3	3				
Other manual workers / Autres travailleurs manuels	45,000	4	12	12					1	1				
	49,999	3	74	73	1	1	1							
	30,000	2	125	123	2									
	34,999	1	62	49	13									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			1679	1600	79	8	7	1	6	6		8	7	1

EMP 3871 (9-86) P 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Denison Mines Limited

Industrial Sector: *Branche d'activité:* Metal Mines

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000												
$10,000 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $22,499												
$22,500 - $24,999												
$25,000 - $27,499												
$27,500 - $29,999												
$30,000 - $34,999	4	1	3									
$35,000 - $39,999	195	152	43				1	1		1		1
$40,000 - $49,999	914	884	30	5	4	1	5	5		3	3	
$50,000 - $69,999	517	515	2	3	3					3	3	
$70,000 and over *et plus*	49	48	1							1	1	
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	1679	1600	79	8	7	1	6	6		8	7	1

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / Formulaire 4 Part A / Partie A

Name of Business / Nom de l'entreprise: Denison Mines Limited

Industrial Sector / Branche d'activité: Metal Mines

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente	N/A											
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers / Travailleurs manuels spécialisés	36	36										
Other manual workers / Autres travailleurs manuels	8	5	3									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	48	43	5									

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business / Nom de l'entreprise: Denison Mines Ltd.

Industrial Sector / Branche d'activité: Metal Mines

Location / Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	2	2										
Professionals / Professionnels	7	3	4									
Semi-professionals and technicians / Semi-professionnels et techniciens	1		1									
Supervisors / Surveillants	1	1										
Foremen/women / Contremaîtres	1	1										
Clerical workers / Employés de bureau	3		3									
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	1		1									
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	2	2										
Semi-skilled manual workers / Travailleurs manuels spécialisés	7	6	1									
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	25	15	10									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	26	15	11									

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Denison Mines Limited

Industrial Sector: *Branche d'activité:* Metal Mines

Location: *Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*	3	3								1	1	
Professionals *Professionnels*	6	6								1	1	
Semi-professionals and technicians *Semi-professionnels et techniciens*	3	2	1									
Supervisors *Surveillants*	1		1									
Foremen/women *Contremaîtres*	8	8										
Clerical workers *Employés de bureau*	3		3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*	1	1										
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	4	4										
Semi-skilled manual workers *Travailleurs manuels spécialisés*	80	79	1									
Other manual workers *Autres travailleurs manuels*	9	8	1									
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	118	111	7							2	2	

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Publication

5107
CA1
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**J. I. DENURE (CHATHAM)
LIMITED**

5107

Canada

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET (1): J.I. DeNure (Chatham) Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE (2): Chatham Coach Lines

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE (3): 165 King Street East, Chatham, Ontario

MAILING ADDRESS - ADRESSE POSTALE (4): P.O. Box 248, Chatham, Ontario, N7M 5K4

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE (5): Reginald DeNure

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI (7): Thomas S. Heath

POSITION / FONCTION

POSITION TITLE - TITRE DU FONCTION (6): President and General Manager

POSITION TITLE - TITRE DU FONCTION (8): Personnel Manager

AREA CODE AND REG (9): 5 1 9

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 3 5 2 - 1 0 4 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 (10): Transportation-Public Passenger Transit Systems 688

INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 (11):

INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 (12):

INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 (13):

NO. OF EMPLOYEES / NOMBRE DE SALARIÉS

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
132	483	73

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED CMAs / RMRs DÉSIGNÉS

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT - ONT	688
QUE - QC	
N.S. - N.-É.	
N.B. - N.-B.	
MAN. - MAN.	
B.C. - C.-B.	
P.E.I. - I.P.-É.	
SASK. - SASK.	
ALTA. - ALB.	
NFLD. - T.-N.	
YUK. - YUK.	
N.W.T. - T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 688

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) Thomas Heath hereby certify on behalf of (Name of employer) J.I. DeNure (Chatham) Limited

that the information contained in forms 1 to 6 of this report is true and accurate in every respect, to the best of my knowledge and belief

Je, (nom) _____ atteste par les présentes au nom de (nom de l'employeur) _____

que les renseignements fournis dans les formulaires 1 à 6 du présent rapport sont autant que je sache vrais et exacts à tous égards

DATE: July 17 1990

SIGNATURE: Thomas S. Heath

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMI 104/19 (88)

NOTE SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) J.I. DeNure (Chatham) Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) Chatham Coach Lines

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) 165 King Street East, Chatham, Ontario

MAILING ADDRESS - ADRESSE POSTALE
(4) P.O. Box 248, Chatham, Ontario, N7M 5K4

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) Reginald DeNure

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) Thomas S. Heath

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) President and General Manager

POSITION TITLE - TITRE OU FONCTION
(8) Personnel Manager

AREA CODE / IND. REG. (9) 5 1 9

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE 3 5 2 - 1 0 4 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1
(10) Transportation-Public Passenger Transit Systems

NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 683

INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2
(11)

NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3
(12)

NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4
(13)

NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
132	483	73

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED CMAs / RMR DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	683
QUE.-QC	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.-N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 683

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I (Name) Reginald DeNure HEREBY CERTIFY ON BEHALF OF (Name of employer) J.I. DeNure (Chatham) Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE (NOM) ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE: July 3, 1990

SIGNATURE: Reginald DeNure, President

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMF 3647(9 86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector / Branche d'activité: Transportation- Public Passenger Transit systems

Reporting Period / Période de rapport: 1989

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): Ontario ☐ Designated CMA (specify) / RMR désignée (préciser): _____

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	65,000	4	1	1	0									
	69,999	3	1	1	0									
	17,500	2	1	1	0									
	19,999	1	2	1	1									
Middle or other managers / Cadres intermédiaires et autres cadres	45,000	4	3	3	0									
	49,999	3	1	1	0									
	22,500	2	1	0	1									
	24,999	1	2	1	1									
Professionals / Professionnels	50,000	4	1	1	0									
	54,999	3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens	27,500	4	1	0	1									
	29,999	3	0	0	0									
	22,500	2	0	0	0									
	24,999	1	1	1	0									
Supervisors / Surveillants	27,500	4	1	1	0									
	29,999	3	2	2	0				1	1	0			
	22,500	2	0	0	0									
	24,999	1	2	1	1									
Foremen/women / Contremaîtres	30,000	4	2	2	0									
	34,999	3	0	0	0									
	30,000	2	1	1	0									
	34,999	1	3	3	0									

EMP 3871 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	27,500	4	4	3	1				1	1	0			
	29,999	3	7	4	3				1	1	0			
	10,000	2	5	0	5									
	12,499	1	2	0	2									
Sales workers / Employés du secteur de la vente	35,000	4	1	1	0									
	39,999	3	0	0	0									
	15,000	2	2	1	1									
	17,499	1	4	1	3									
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	30,000	4	1	1	0									
	34,999	3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	40,000	4	6	6	0							2	2	0
	44,999	3	11	11	0							1	1	0
	17,500	2	22	22	0									
	19,999	1	33	33	0				2	2	0			
Other manual workers / Autres travailleurs manuels	20,000	4	1	0	1									
	22,499	3	0	0	0									
	17,500	2	6	5	1							1	1	0
	19,999	1	1	1	0									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			132	110	22				5	5	0	4	4	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire **2** Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: Chatham Coach Lines

Industrial Sector: Branche d'activité: Transportation: Public Passenger Transit Systems

Reporting Period: Période de rapport: 19 89

Location-Endroit

☒ National (Canada) National (Canada)

☒ Province / Territory (specify) Province / territoire (preciser) Ontario

☐ Designated CMA (specify) RMR désignée (préciser)

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

EMP 1886 (9 86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form / Formulaire **2** Part B. / Partie B. Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau		4												
		3												
		2												
		1												
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	30,000	4	3	3	0									
	34,999	3	6	3	3									
	0	2	63	19	44							2	1	1
	2,499	1	406	177	229	5	1	4				12	7	5
Other manual workers / Autres travailleurs manuels *	7,500	4												
	9,999	3	3	2	1									
	0	2												
	2,499	1	2	0	2									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			483	204	279	5	1	4				14	8	6

EMP 1886 (9-86) P 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS TEMPORAIRES**

Form *Formulaire* **2** Part C, *Partie C,* Page 1

Name of Business / *Nom de l'entreprise*: Chatham Coach Lines

Industrial Sector / *Branche d'activité*: Transportation–Public Passenger Transit Systems

Reporting Period / *Période de rapport*: 1989

Location-*Endroit*: [X] National (Canada) / *National (Canada)* [X] Province / Territory (specify) / *Province / territoire (preciser)* Ontario

Occupational Groups / *Catégories professionnelles*	Top and bottom of salary range / *Maximum et minimum de l'echelle de remuneration*	Quarter / *Quart* **	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapees*			Members of Visible Minorities / *Membres des minorités visibles*		
			Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / *Cadres supérieurs*		4												
		3												
		2												
		1												
Middle or other managers / *Cadres intermédiaires et autres cadres*		4												
		3												
		2												
		1												
Professionals / *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians / *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors / *Surveillants*		4												
		3												
		2												
		1												
Foremen/Women / *Contremaitres*		4												
		3												
		2												
		1												

EMP 3887 (9-86) P 1

* Use separate Parts for permanent full time and permanent part-time employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries permanents a temps partiel

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus eleve

Canada

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	2500	4												
	4999	3												
	2500	2												
	4999	1	1	0	1									
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	5000	4	1	1	0									
	7499	3	0	0	0									
	0	2	1	0	1									
	2499	1	48	42	6							2	2	0
Other manual workers / Autres travailleurs manuels	5000	4	2	2	0									
	7499	3	1	1	0									
	0	2	5	2	3									
	2499	1	14	9	5									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			73	57	16							2	2	0

LMP 3887 (9 86) P 2

•• 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **3** Part A / Partie A

Name of Business: / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector: / Branche d'activité: Transportation-Public Passenger Transit Systems

Location-Endroit: ☒ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000	0	0	0									
$10,000 - $14,999	2	0	2									
$15,000 - $17,499	1	0	1									
$17,500 - $19,999	19	11	8				1	1	0	1	1	0
$20,000 - $22,499	16	13	3									
$22,500 - $24,999	31	27	4				2	2	0			
$25,000 - $27,499	15	15					1	1	0			
$27,500 - $29,999	13	11	2				1	1	0			
$30,000 - $34,999	21	19	2							1	1	0
$35,000 - $39,999	7	7	0							2	2	0
$40,000 - $49,999	5	5	0									
$50,000 - $69,999	2	2	0									
$70,000 and over / et plus	0	0	0									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	132	110	22				5	5	0	4	4	0

EMP 3848 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 3 Part B Partie B

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector / Branche d'activité: Transportation-Public Passenger Transit Systems

Location / Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	165	82	83	5	1	4				12	7	5
$2,500 - $4,999	122	56	66							2	1	1
$5,000 - $7,499	97	30	67									
$7,500 - $9,999	48	17	31									
$10,000 - $12,499	25	8	17									
$12,500 - $14,999	8	2	6									
$15,000 - $17,499	6	1	5									
$17,500 - $19,999	1	1	0									
$20,000 - $24,999	2	1	1									
$25,000 - $29,999	0	0	0									
$30,000 - $39,999	9	6	3									
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	483	204	279	5	1	4				14	8	6

EMP 3849 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: TEMPORARY EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS TEMPORAIRES**

Form / *Formulaire* **3** Part C / *Partie C*

Name of Business / *Nom de l'entreprise*: Chatham Coach Lines

Industrial Sector / *Branche d'activité*: Transportation- Public Passenger Transit Systems

Location-*Endroit*: [X] National (Canada) / *National (Canada)* [X] Province / Territory (specify) / *Province / territoire (préciser)*: Ontario

Reporting Period / *Période de rapport*: 19 89

SALARY RANGES / *ÉCHELLES DE RÉMUNÉRATION*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / *Moins de* $2,500	68	53	15							2	2	0
$2,500 - $4,999	3	2	1									
$5,000 - $7,499	2	2	0									
$7,500 - $9,999												
$10,000 - $12,499												
$12,500 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over / *et plus*												
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*	73	57	16							2	2	0

EMP 3650 (9-86)

* Use separate Parts for permanent full-time and permanent part-time employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **4** Part A / Partie A

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector / Branche d'activité: Transportation-Public Passenger Transit Systems

Location / Endroit: ☒ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser) Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs	0	0	0									
Middle or other managers / Cadres intermédiaires et autres cadres	3	1	2									
Professionals / Professionnels	1	1	0									
Semi-professionals and technicians / Semi-professionnels et techniciens	1	0	1									
Supervisors / Surveillants	0	0	0									
Foremen/women / Contremaîtres	2	2	0									
Clerical workers / Employés de bureau	5	4	1									
Sales workers / Employés du secteur de la vente	2	1	1									
Service workers / Employés du secteur des services	0	0	0									
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	0	0	0									
Semi-skilled manual workers / Travailleurs manuels spécialisés	12	12	0				1	1	0	2	2	0
Other manual workers / Autres travailleurs manuels	3	3	0									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	29	24	5				1	1	0	2	2	0

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **4** Part B / Partie B

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector / Branche d'activité: Transportation- Public Passenger Transit Systems

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	168	91	77							3	3	0
Other manual workers / Autres travailleurs manuels	2	1	1							2	1	1
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	170	92	78							5	4	1

EMP 1890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

TEMPORARY EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS TEMPORAIRES*

Form / Formulaire 4 Part C / Partie C

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector / Branche d'activité: Transportation-Public Passenger Transit Systems

Location / Endroit: [ ] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1	0	1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	27	23	4							2	2	0
Other manual workers / Autres travailleurs manuels	16	12	4									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	44	35	9							2	2	0

EMP 1891 (1 86)

* Use separate Parts for permanent full-time and permanent part-time employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **5** Part A *Partie A*

Name of Business
Nom de l'entreprise: Chatham Coach Lines

Industrial Sector
Branche d'activité: Transportation: Public Passenger Transit System

Location-*Endroit*
[X] National (Canada) *National (Canada)*
[X] Province / Territory (specify) *Province / territoire (preciser)* Ontario

Reporting Period: *Période de rapport*: 1989

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'interieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	1	1	0				1	1	0			
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	1	1	0				1	1	0			
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	1	1	0				1	1	0			

EMP 5869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector: / Branche d'activité: Transportation: Public Passenger Transit Systems

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	6	6	0							3	3	0
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	6	6	0							3	3	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

TEMPORARY EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS TEMPORAIRES*

Form / Formulaire 5 Part C / Partie C

Name of Business: / Nom de l'entreprise: Chatham Coach Lines

Industrial Sector: / Branche d'activité: Transportation–Public Passenger Transit Systems

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period: / Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	0											
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

EMP 3684 (9-86)

* Use separate Parts for permanent full-time and permanent part-time employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA. Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business *Nom de l'entreprise*: Chatham Coach Lines

Industrial Sector: *Branche d'activité*: Transportation- Public Passenger Transit Systems

Location-*Endroit*: [X] National (Canada) *National (Canada)* [X] Province / Territory (specify) *Province / territoire (préciser)*: Ontario

Reporting Period: *Période de rapport*: 1989

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*	0	0	0									
Middle or other managers *Cadres intermédiaires et autres cadres*	1	1	0									
Professionals *Professionnels*	1	1	0									
Semi-professionals and technicians *Semi-professionnels et techniciens*	1	1	0									
Supervisors *Surveillants*	1	1	0									
Foremen/women *Contremaîtres*	0	0	0									
Clerical workers *Employés de bureau*	5	2	3									
Sales workers *Employés du secteur de la vente*	2	1	1									
Service workers *Employés du secteur des services*	0	0	0									
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	0	0	0									
Semi-skilled manual workers *Travailleurs manuels spécialisés*	5	5	0									
Other manual workers *Autres travailleurs manuels*	3	3	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	19	15	4									

EMP 3872 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* **6** Part B / *Partie B*

NOTE: See instructions
NOTA Voir instructions

Name of Business:
Nom de l'entreprise: Chatham Coach Lines

Industrial Sector:
Branche d'activité: Transportation:Public Passenger Transit Systems

Location-*Endroit*
☒ National (Canada) / *National (Canada)*
☐ Province / Territory (specify) / *Province / territoire (préciser)* Ontario

Reporting Period:
Période de rapport: 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	0											

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

TEMPORARY EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS TEMPORAIRES*

Form Formulaire 6 Part C Partie C

Name of Business: Nom de l'entreprise: Chatham Coach Lines

Industrial Sector: Branche d'activité: Transportation-Public Passenger Transit Systems

Location-Endroit: ☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (préciser): Ontario

Reporting Period: Période de rapport: 1989

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau												
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	8	4	4									
Other manual workers Autres travailleurs manuels	3	3	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	11	7	4									

LMV 1866 (1-94)

* Use separate Parts for permanent full-time and permanent part-time employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel

Canada

Publications

5109
CA1
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

		FULL LEGAL NAME	COMMON OR BUSINESS NAME
	NAME OF EMPLOYER		
		161686 CANADA LIMITED	DIXON VAN LINES LTD.
		ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
	ADDRESS	12223 - 152 STREET	P.O. BOX 639
		EDMONTON, AB	EDMONTON, AB T5J 2L3
		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
	OFFICERS		
		R.J. (RICK) LELACHEUR	SALLY FAIRHEAD
		POSITION TITLE	POSITION TITLE — AREA CODE TELEPHONE NUMBER
	POSITION		
		PRESIDENT, C.E.O.	PAYROLL ADMINISTRATOR — 403 — 451 - 5858

		INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES		DESIGNATED CHAs		PROVINCES/TERRITORIES	
		TRUCK TRANSPORT INDUSTRIES	391		CALGARY	0	ONT.	340
	INDUSTRIAL	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES	GEOGRAPHICAL			QUE.	51
					EDMONTON	0	N.B.	0
			0	AREAS				
	SECTOR(S)	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES	(INDICATE				
				NUMBER OF	MONTREAL	51	N.S.	0
			0	EMPLOYEES				
				LOCATED IN	REGINA	0	P.E.I.	0
		INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES	EACH AREA)			SASK.	0
					TORONTO	130	ALTA.	0
			0					
					VANCOUVER	0	MAN.	0
							YKN	0
	EMPLOYMENT	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	WINNIPEG	0	N.W.T.	0
	STATUS							
	CATEGORIES				TOTAL EMPLOYEES IN CANADA			391
		107	1	282				

CERTIFICATION OF ACCURACY

I, (Name) KELVIN CRAM, HEREBY CERTIFY ON BEHALF OF (Name of Employer) 161686 CANADA LIMITED, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE MAY 31, 1990

SIGNATURE

Employment and Immigration Canada

OCCUPATIONAL GROUPS: FEDERALLY FULL TIME EMPLOYERS

Name of Business: 005109 161686 CANADA LIMITE Industrial Sector: 456 TRUCK TRANSPORT

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 3	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	1	1										
	40000												
	44999	3	3										
Professionals													
Semi-professionals and technicians													
Supervisors	30000	1	1										
	34999												
	27500												
	29999	4	4										
Foremen/women	25000	2	2										
	27499												
	0												
	0												

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 20

Location: X National (Canada) Province/Territory Designated Adm

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	3	3										
	39999	3	1		1									
	15000	2	14		14									
	17499	1	5		5									
Sales workers	50000	4	4	4										
	54999	3	4	4										
	25000	2	4	4										
	27499	1	2	2										
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	27500	4	8	8										
	29999	3	31	31										
	22500	2	9	9										
	24999	1	2	2										
Other manual workers	27500	4	2	2										
	29999	3	3	2	1									
	20000	2												
	22499	1	3	3										
TOTAL NUMBER OF EMPLOYEES			107	86	21									

Employment And Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of business: 065109 161686 CANADA LIMITE Industrial Sector: 458 TRUCI TRANSPORT INDUSTRIE Reporting Period: 1982

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of business: 005109 161686 CANADA LIMITE Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIReporting Period: 0202

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAIRT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	7500	4	1		1									
	9999	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			1	1										

Employment and Immigration Canada

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES

Name of Business: 005109 161686 CANADA LIMITE Industrial Sector: 454 TRUCK TRANSPORT INDUSTRIE Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated Use

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY | Reporting Period: 1992

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minority		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col
Clerical workers	25000	1	1										
	27499												
	0												
	0												
Sales workers													
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	27500	1	1										
	29999	1	1										
	20000	1		1									
	22499	1	1										
Other manual workers	25000	14	12	2									
	27499	68	67	1									
	10000	100	93	7									
	12499	96	86	10									
TOTAL NUMBER OF EMPLOYEES		282	261	21									

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 1 Part A

Name of Business: 005109 161686 CANADA LIMITED

Industrial Sector: 455 RACE TRACKS AND STABLES

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1981

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	4	0	4	0	0	0	0	0	0	0	0	0
$20,000-$22,499	4	1	3	0	0	0	0	0	0	0	0	0
$22,500-$24,999	13	4	9	0	0	0	0	0	0	0	0	0
$25,000-$27,499	49	46	3	0	0	0	0	0	0	0	0	0
$27,500-$29,999	14	13	1	0	0	0	0	0	0	0	0	0
$30,000-$34,999	5	5	0	0	0	0	0	0	0	0	0	0
$35,000-$39,999	5	5	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	9	9	0	0	0	0	0	0	0	0	0	0
$50,000-$69,999	2	2	0	0	0	0	0	0	0	0	0	0
$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	107	86	21	0	0	0	0	0	0	0	0	0

Employment And Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005109 161686 CANADA LIMITED — Industrial Sector: 452 RETAIL TRADE INDUSTRY

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	1	1	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: TEMPORARY EMPLOYEES — Form 3 — Page 6

Name of Business: 005109 161685 CANADA LIMITED | Industrial Sector: 455 TRUCK TRAILER/RV MANUFACTURERS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1987

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	27	27	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	59	49	10	0	0	0	0	0	0	0	0	0
$15,000-$17,499	55	53	2	0	0	0	0	0	0	0	0	0
$17,500-$19,999	63	58	5	0	0	0	0	0	0	0	0	0
$20,000-$24,999	69	66	3	0	0	0	0	0	0	0	0	0
$25,000-$29,999	9	8	1	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	282	261	21	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: [illegible]

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	2	2	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	9	1	8	0	0	0	0	0	0	0	0	0
Sales workers	5	5	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	11	11	0	0	0	0	0	0	0	0	0	0
Other manual workers	5	4	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	33	24	9	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 955 INDU Industrie (INDU)

Location: X National (Canada) Province/Territory (specify) | Reporting Periods: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

TEMPORARY EMPLOYEES HIRED — Form 4 — Part C

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 45: TRUCK TRANSPORT INDU

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	267	252	15	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	270	254	16	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 9

Name of Business: 005109 1616BA CANADA LIMITE

Industrial Sector: 455 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005109 161686 CANADA LIMITE — Industrial Sector: 484 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

TEMPORARY EMPLOYEES PROMOTED — Form 5 — Part C

Name of Business: 005109 161686 CANADA LIMITE — Industrial Sector: 45A TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	10	2	8	0	0	0	0	0	0	0	0	0
Sales workers	4	4	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	24	16	8	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Name of Business: 005109 161586 CANADA LIMITE | Industrial Sector: 450 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

TEMPORARY EMPLOYEES TERMINATED

Form 5 Part C

Name of Business: 005109 161685 CANADA LIMITE | Industrial Sector: 45% TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	60	55	5	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	61	56	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 — Part A — Page 1

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO — Designated Gro

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	1	1										
	40000 - 44999	2	2										
Professionals													
Semi-professionals and technicians													
Supervisors	30000 - 34999	1	1										
	27500 - 29999	4	4										
Foremen/women													

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRI | Reporting Period: 1987

Location: National (Canada) X Province/Territory 10 ONTARIO Designated Gro

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	3	3										
	39999	1		1									
	17500	4		4									
	19999	11		11									
Sales workers	50000	4	4										
	54999	3	3										
	25000	3	3										
	27499	2	2										
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	27500	8	8										
	29999	29	29										
	22500	5	5										
	24999	2	2										
Other manual workers	25000	1	1										
	27499	1											
	20000												
	22499	3	3										
TOTAL NUMBER OF EMPLOYEES		88	72	16									

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005109 161686 CANADA LIMITE Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005109 161686 CANADA LIMITE Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY Reporting Period: 1985

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	7500	4	1	1										
	9999	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			1	1										

Employment and Immigration Canada
OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES — Form 7 — Part C — Page 1

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1982

Location: National (Canada) X Province/Territory 10 ONTARIO — Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4 3 2 1												
Middle or other managers	4 3 2 1												
Professionals	4 3 2 1												
Semi-professionals and technicians	4 3 2 1												
Supervisors	4 3 2 1												
Foremen/women	4 3 2 1												

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIA | Reporting Period: 1987

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000	4	1		1									
	27499	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	27500	4	1	1										
	29999	3	1	1										
	20000	2												
	22499	1	1	1										
Other manual workers	25000	4	11	11										
	27499	3	62	61	1									
	10000	2	85	79	6									
	12499	1	88	81	7									
TOTAL NUMBER OF EMPLOYEES			250	235	15									

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Name of Business: 005109 161686 CANADA LIMITED

Industrial Sector: 455 TRUCK TRANSPORT INDUSTRIES

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	3	0	3	0	0	0	0	0	0	0	0	0
$20,000-$22,499	4	1	3	0	0	0	0	0	0	0	0	0
$22,500-$24,999	11	4	7	0	0	0	0	0	0	0	0	0
$25,000-$27,499	38	36	2	0	0	0	0	0	0	0	0	0
$27,500-$29,999	13	12	1	0	0	0	0	0	0	0	0	0
$30,000-$34,999	5	5	0	0	0	0	0	0	0	0	0	0
$35,000-$39,999	3	3	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	8	8	0	0	0	0	0	0	0	0	0	0
$50,000-$69,999	2	2	0	0	0	0	0	0	0	0	0	0
$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	88	72	16	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005109 161686 CANADA LIMITED — Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	1	1	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: TEMPORARY EMPLOYEES

Name of Business: 005109 161685 CANADA LIMITED | Industrial Sector: 455 TRUCK TRANSPORT INDUSTRIES

Location: National (Canada)X Province/Territory (specify) 16 ONTARIO | Reporting Period: 1997

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	26	26	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	52	45	7	0	0	0	0	0	0	0	0	0
$15,000-$17,499	45	44	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	58	53	5	0	0	0	0	0	0	0	0	0
$20,000-$24,999	60	59	1	0	0	0	0	0	0	0	0	0
$25,000-$29,999	9	8	1	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	250	235	15	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005109 161685 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDU

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	2	2	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	9	1	8	0	0	0	0	0	0	0	0	0
Sales workers	5	5	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	29	21	8	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 455 TRADE TRANSPORT [illegible]

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL TIME EMPLOYEES PROMOTED

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 453 [illegible]

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART TIME EMPLOYEES PROMOTED — Form 7 — Part B

Name of Business: 005109 161695 CANADA LIMITE | Industrial Sector: 45% TRADE (RETAIL) BUSINESS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1987

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business: 005109 161685 CANADA LIMITE | Industrial Sector: 454 INTER TRANSPORT LIMITED

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	10	2	8	0	0	0	0	0	0	0	0	0
Sales workers	3	3	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	23	15	8	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED Form 4 Part I

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 45% RADIO BROADCASTING

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERCENT FULL TIME EMPLOYEES

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT | Reporting Period: 1989

Location: National (Canada) Province/Territory % Designated Group Members

OCCUPATIONAL GROUPS	Top and bottom of salary range	ID / AI / RI / TI	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	70000 and over	4	1	1										
		3												
	0	2												
	0	1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	30000	4	1	1										
	34999	3												
	27500	2												
	29999	1	4	4										
Foremen/women		4												
		3												
		2												
		1												

Name of business: 005109 161606 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY | Reporting Period:

Location: National (Canada) Province/territory

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	1	1										
	34999	1	1										
	20000	2		2									
	22499	3		3									
Sales workers	45000	4	4										
	49999	1	1										
	25000	1		1									
	27499												
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	27500	7	7										
	29999	4	4										
	22500	1		1									
	24999												
Other manual workers	25000	1	1										
	27499												
	20000	2		2									
	22499												
TOTAL NUMBER OF EMPLOYEES		33	27	6									

Employment and Immigration Canada
OCCUPATIONAL Counts: PERMANENT PART-TIME EMPLOYEES

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 05 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005109 161686 CANADA LIMITE | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRY | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 66 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4												
		3												
		2												
		1												
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES														

Publication

5119

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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EMERY AIR FREIGHT CORPORATION

5119

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

		FULL LEGAL NAME		COMMON OR BUSINESS NAME					
I	NAME OF EMPLOYER								
D		EMERY AIR FREIGHT CORPORATION		EMERY WORLDWIDE					
E									
N		ADDRESS OF PRINCIPAL PLACE OF BUSINESS		MAILING ADDRESS					
T									
I	ADDRESS	6500 SILVER DART DRIVE		P.O. BOX 251					
F		MISSISSAUGA, ONTARIO L5P 1B1		TORONTO AMF, ONTARIO L5P 1B1					
I									
C		NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER		NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY					
A	OFFICERS								
T		DONALD BERGER		MARLENE MILLER					
I									
O		POSITION TITLE		POSITION TITLE		AREA CODE	TELEPHONE NUMBER		
N	POSITION								
		PRESIDENT		PERSONNEL ADMINISTRATION		416	678 - 6320		

		INDUSTRIAL SECTOR 1	NO. OF		DESIGNATED CMAs		PROVINCES TERRITORIES		
			EMPLOYEES						
		AIR TRANSPORT INDUSTRIES.	283		CALGARY	10	ONT.	12	
R	INDUSTRIAL	INDUSTRIAL SECTOR 2	NO. OF	GEOGRAPHICAL			QUE.	14	
E			EMPLOYEES		EDMONTON	9	N.S.		
P			0	AREAS					
O					HALIFAX	3	N.B.	0	

						EMPLOYEES					
S						LOCATED IN	REGINA	0	P.E.I.		
U		INDUSTRIAL SECTOR 4		NO. OF		EACH AREA)			SASK.	9	
M				EMPLOYEES			TORONTO	157	ALTA.	19	
M				0							
A							VANCOUVER	60	NFLD	0	
R									YKN	0	
Y	EMPLOYMENT	NUMBER OF	NUMBER OF	NUMBER OF			WINNIPEG	9	N.W.T.	0	
		PERMANENT	PERMANENT	TEMPORARY							
	STATUS	FULL-TIME	PART-TIME	EMPLOYEES							
		EMPLOYEES	EMPLOYEES								
	CATEGORIES						TOTAL EMPLOYEES IN CANADA			283	
		195	54	2							

C			
E		I, (Name) THOMAS SANDERS, HEREBY CERTIFY ON BEHALF OF	
R		(Name of Employer) EMERY AIR FREIGHT CORP - EMERY WORLDWIDE, THAT THE	
T	CERTIFICATION	INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN	
I		EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.	CORPORATE
F			
I	OF		
C			SEAL
A			
T	ACCURACY		
I			
O			
N		DATE May 14, 1990 SIGNATURE Thomas Sanders	

EMPLOYMENT EQUITY

SUMMARY

1989

There are eleven (11) employees that have declined to complete the Employment Equity survey. The break out is as follows:

1. As at December 31, 1988 there were 7 employees that had not completed the survey. Of these 7 employees 5 have resigned during the calendar year 1989.

   The remaining two are males and warehouseworkers (SOC code 9318).

2. As at December 31, 1989 there were 4 employees that had not completed the survey. Of these 4 employees 2 remain in our employ. Both of the remaining employees are males and warehouseworkers (SOC code 9318).

For one employee (female) there is no record of her completing a questionnaire and this individual is no longer in our employ.

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1985

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ IA IR IT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	70000 and over	4	1	1										
		3	2	2										
	35000	2	3	2	1									
	39999	1	2	2										
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	40000	4	5	5								1	1	
	44999	3	2	2										
	22500	2	3	3										
	24999	1	1	1										
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ IA IR IT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	18	12	6							7	6	1
	39999	3	36	17	19							7	5	2
	2500	2	26	8	18	1		1	1		1	8	1	7
	4999	1	1		1							1		1
Sales workers	35000	4	7	6	1							1	1	
	39999	3	13	8	5							1	1	
	17500	2	6	3	3									
	19999	1	8	2	6									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	35000	4	2	2										
	39999	3	10	10								2	2	
	17500	2	6	6								3	3	
	19999	1	43	42	1	1	1		1	1		9	9	
TOTAL NUMBER OF EMPLOYEES			195	136	61	2	1	1	2	1	1	40	29	11

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART TIME EMPLOYEES — Form 2 — Part B — Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) — Province/Territory — Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	ID / AI / RI / TI	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IOI AI RI TI	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	1	1										
	39999	3												
	5000	2	1		1									
	7499	1	16	1	15							4		4
Sales workers	15000	4	1		1									
	17499	3												
	10000	2	1		1									
	12499	1	1		1									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	12500	4	2	2										
	14999	3	5	5										
	5000	2	12	12								2	2	
	7499	1	14	14								5	5	
TOTAL NUMBER OF EMPLOYEES			54	35	19							13	9	4

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CORPORA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	1	0	1	0	0	0	0	0	0	1	0	1
$10,000-$14,999	2	1	1	0	0	0	0	0	0	0	0	0
$15,000-$17,499	10	1	9	1	0	1	1	0	1	5	0	5
$17,500-$19,999	23	12	11	0	0	0	0	0	0	3	1	2
$20,000-$22,499	55	39	16	0	0	0	1	1	0	11	10	1
$22,500-$24,999	17	12	5	1	1	0	0	0	0	2	2	0
$25,000-$27,499	15	10	5	0	0	0	0	0	0	5	4	1
$27,500-$29,999	12	10	2	0	0	0	0	0	0	3	2	1
$30,000-$34,999	38	28	10	0	0	0	0	0	0	7	7	0
$35,000-$39,999	10	10	0	0	0	0	0	0	0	2	2	0
$40,000-$49,999	6	6	0	0	0	0	0	0	0	1	1	0
$50,000-$69,999	5	4	1	0	0	0	0	0	0	0	0	0
$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	195	134	61	2	1	1	2	1	1	40	29	11

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART TIME EMPLOYEES — Form 9 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CORPORA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	10	2	8	0	0	0	0	0	0	1	0	1
$7,500-$9,999	25	18	7	0	0	0	0	0	0	8	5	3
$10,000-$12,499	13	12	1	0	0	0	0	0	0	4	4	0
$12,500-$14,999	4	2	2	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	1	1	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	54	35	19	0	0	0	0	0	0	13	9	4

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	35	13	22	2	0	2	0	0	0	13	2	11
Sales workers	12	5	7	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	39	37	2	0	0	0	1	1	0	12	12	0
TOTAL NUMBER OF EMPLOYEES HIRED	88	57	31	2	0	2	1	1	0	27	14	13

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form — Part 10

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	19	1	18	0	0	0	0	0	0	7	0	7
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	30	30	0	0	0	0	0	0	0	9	9	0
TOTAL NUMBER OF EMPLOYEES HIRED	49	31	18	0	0	0	0	0	0	16	9	7

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part II

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES

Location: X National (Canada) Province/territory (specify) — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	4	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	2	5	0	0	0	0	0	0	1	1	0
Sales workers	9	4	5	0	0	0	0	0	0	1	1	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	21	11	10	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT PART TIME EMPLOYEES PROMOTED — Form 5 — Part II

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part 6

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	8	7	1	0	0	0	0	0	0	0	0	0
Professionals	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	5	3	2	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	34	11	23	1	0	1	0	0	0	8	0	8
Sales workers	19	8	11	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	28	27	1	0	0	0	0	0	0	5	5	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	96	58	38	1	0	1	0	0	0	15	5	10

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) — Province/territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	26	2	24	1	0	1	0	0	0	6	0	6
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	39	36	3	1	1	0	0	0	0	6	6	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	65	38	27	2	1	1	0	0	0	12	6	6

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUARTILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	70000 and over	4	1	1										
		3												
	40000	2	1	1										
	44999	1	1	1										
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	40000	4	2	2								1	1	
	44999	3												
	22500	2	1	1										
	24999	1	1	1										
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) x Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IO IU IA IR IT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	10	7	3							6	5	1
	39999	3	22	12	10							7	5	2
	2500	2	19	5	14	1		1	1		1	7	1	6
	4999	1	1		1							1		1
Sales workers	35000	4	3	3								1	1	
	39999	3	8	6	2							1	1	
	17500	2	4	3	1									
	19999	1	6	2	4									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers	30000	4	6	6								2	2	
	34999	3	2	2								2	2	
	17500	2	3	3								1	1	
	19999	1	29	28	1				1	1		8	8	
TOTAL NUMBER OF EMPLOYEES			120	84	36	1		1	2	1	1	37	27	10

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIE... | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ IU IA IR IT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	1	1										
	39999												
	5000												
	7499	10	1	9							2		2
Sales workers	15000	1		1									
	17499												
	0												
	0												
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers													
Other manual workers	12500	1	1										
	14999	1	1										
	7500	0	0								4	4	
	9999	9	9								5	5	
TOTAL NUMBER OF EMPLOYEES		31	21	10							11	9	2

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005119 EMERY AIR FREIGHT CORPORA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	1	0	1	0	0	0	0	0	0	1	0	1
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	8	0	8	1	0	1	1	0	1	4	0	4
$17,500-$19,999	16	9	7	0	0	0	0	0	0	3	1	2
$20,000-$22,499	38	29	9	0	0	0	1	1	0	10	9	1
$22,500-$24,999	10	7	3	0	0	0	0	0	0	2	2	0
$25,000-$27,499	12	9	3	0	0	0	0	0	0	5	4	1
$27,500-$29,999	8	6	2	0	0	0	0	0	0	3	2	1
$30,000-$34,999	19	16	3	0	0	0	0	0	0	6	6	0
$35,000-$39,999	3	3	0	0	0	0	0	0	0	2	2	0
$40,000-$49,999	3	3	0	0	0	0	0	0	0	1	1	0
$50,000-$69,999	1	1	0	0	0	0	0	0	0	0	0	0
$70,000 >	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	120	84	36	1	0	1	2	1	1	37	27	10

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CORPORA | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	2	0	2	0	0	0	0	0	0	0	0	0
$7,500-$9,999	17	11	6	0	0	0	0	0	0	7	5	2
$10,000-$12,499	8	8	0	0	0	0	0	0	0	4	4	0
$12,500-$14,999	2	1	1	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	1	1	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	31	21	10	0	0	0	0	0	0	11	9	2

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	28	9	19	2	0	2	0	0	0	11	2	9
Sales workers	8	3	5	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	35	33	2	0	0	0	1	1	0	12	12	0
TOTAL NUMBER OF EMPLOYEES HIRED	73	47	26	2	0	2	1	1	0	25	14	11

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	12	0	12	0	0	0	0	0	0	5	0	5
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	22	22	0	0	0	0	0	0	0	9	9	0
TOTAL NUMBER OF EMPLOYEES HIRED	34	22	12	0	0	0	0	0	0	14	9	5

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	3	3	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	2	4	0	0	0	0	0	0	1	1	0
Sales workers	6	3	3	0	0	0	0	0	0	1	1	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	16	9	7	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part II

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	6	5	1	0	0	0	0	0	0	0	0	0
Professionals	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	3	1	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	25	6	19	1	0	1	0	0	0	7	0	7
Sales workers	12	4	8	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	25	24	1	0	0	0	0	0	0	5	5	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	74	44	30	1	0	1	0	0	0	14	5	9

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005119 EMERY AIR FREIGHT CO — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	18	1	17	0	0	0	0	0	0	6	0	6
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	28	25	3	0	0	0	0	0	0	6	6	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	46	26	20	0	0	0	0	0	0	12	6	6

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 1 Part A Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) Province/Territory x Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	1	1										
	65000												
	69999	1	1										
Professionals													
Semi-professionals and technicians													
Supervisors	40000	2	2								1	1	
	44999												
	30000												
	34999	1	1										
Foremen/women													

Form 1 Part A Page

Name of Business: 005119 EMERY AIR FREIGHT CO Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1987

Location: National (Canada) Province/Territory X Designated CMA or TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	10	7	3							6	5	1
	39999	17	9	8							7	5	2
	25000	19	5	14	1		1	1		1	7	1	6
	4999	1		1							1		1
Sales workers	30000	9	7	2							2	2	
	34999	1	1										
	17500	2	1	1									
	19999	5	2	3									
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers													
Other manual workers	30000	5	5								2	2	
	34999	2	2								1	1	
	20000	3	3								2	2	
	22499	25	24	1				1	1		8	8	
TOTAL NUMBER OF EMPLOYEES		106	71	33	1		1	2	1	1	37	27	10

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 1 Part B Page 1

Name of Business: 005119 EMERY AIR FREIGHT CO Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of Business: 005119 EMERY AIR FREIGHT CO Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1997

Location: National (Canada) Province/Territory X Designated CMA 96 (TORONTO)

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000												
	39999												
	5000												
	7499	9	1	8							2		2
Sales workers	15000	1		1									
	17499												
	0												
	0												
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers													
Other manual workers	12500	1		1									
	14999	1	1								1		1
	7500	6	6								4	4	
	9999	9	9								5	5	
TOTAL NUMBER OF EMPLOYEES		30	21	9							11	9	3

Government Publications

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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ERB TRANSPORT LIMITED

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Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

1989

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

① FULL LEGAL NAME - NOM LÉGAL AU COMPLET: Erb Transport Limited

② COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE: same as (1)

ADDRESS / ADRESSE

③ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE: 290 Hamilton Road, New Hamburg, Ontario N0B 2G0

④ MAILING ADDRESS - ADRESSE POSTALE: same as (3)

OFFICERS / AGENTS

⑤ NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE: Vernon Erb

⑦ NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI: Floyd Gerber

POSITION / FONCTION

⑥ POSITION TITLE - TITRE OU FONCTION: President/General Manager

⑧ POSITION TITLE - TITRE OU FONCTION: Vice President, Personnel

⑨ AREA CODE / IND. RÉG.: 5 1 9 — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 6 6 2 2 7 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
⑩	INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Truck Transit	1014
⑪	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2:	
⑫	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3:	
⑬	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4:	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
810	202	2

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C.M.As / R.M.R. DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	270
VANCOUVER	
WINNIPEG	

⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT.	964
QUE.-QC	50
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.N.-O.	

⑲ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 1014

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) _____, HEREBY CERTIFY ON BEHALF OF (Name of employer) Erb Transport Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: July 13/90

SIGNATURE - SIGNATURE: Vernon D Erb

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 384 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

1989

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
① Erb Transport Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
② same as (1)

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
③ 290 Hamilton Road, New Hamburg, Ontario N0B 2G0

MAILING ADDRESS - ADRESSE POSTALE
④ same as (3)

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
⑤ Vernon Erb

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
⑦ Floyd Gerber

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
⑥ President/General Manager

POSITION TITLE - TITRE OU FONCTION
⑧ Vice President, Personnel

AREA CODE / IND. RÉG. ⑨ 5 1 9 — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE 6 6 2 2 7 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

	NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 ⑩ Truck Transit	1014
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 ⑪	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 ⑫	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 ⑬	

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
810	202	2

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED CMAs / RMR DÉSIGNÉES		⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY		ONT.-ONT	964
EDMONTON		QUE.-Qc	50
HALIFAX		N.S.-N.-É.	
MONTRÉAL		N.B.-N.-B.	
REGINA		MAN.-MAN.	
TORONTO	270	B.C.-C.-B.	
VANCOUVER		P.E.I.-Î.-P.-É.	
WINNIPEG		SASK.-SASK.	
		ALTA.-ALB.	
		NFLD.-T.-N.	
		YUK.-Yuk.	
		N.W.T.-T.N.-O.	
⑲ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA			1014

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) Vernon Erb, HEREBY CERTIFY ON BEHALF OF (Name of employer) Erb Transport Limited,

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____,

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE May 31/90 SIGNATURE - SIGNATURE Vernon D Erb

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

(MP 384/(9-86))

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise:	Industrial Sector / Branche d'activité:	Reporting Period / Période de rapport:
Erb Transport Limited	Truck Transport	1989

Location-Endroit

☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 & over	4	1	1										
		3												
	55,000-59,999	2												
		1	5	5										
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 & over	4	4	4										
		3	4	4										
	27,500-29,999	2	7	7										
		1	3	2	1									
Professionals / Professionnels	45,000-49,999	4	1		1									
		3	1	1										
	25,000-27,499	2	1		1									
		1	1	1										
Semi-professionals and technicians / Semi-professionnels et techniciens	27,500-29,999	4	1		1									
		3												
	27,500-29,999	2												
		1												
Supervisors / Surveillants	45,000-49,999	4	11	10	1									
		3	5	5										
	17,500-19,999	2	5	4	1									
		1	3	1	2									
Foremen/women / Contremaîtres	45,000-49,999	4	2	2										
		3	2	2										
	15,000-17,499	2	1	1										
		1	1	1										

LMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	40,000 - 44,999	4	8	8										
		3	11	7	4				1		1			
	12,500 - 14,999	2	29	6	23									
		1	42	4	38				1		1			
Sales workers / Employes du secteur de la vente	40,000 - 44,999	4	1	1										
		3												
	30,000 - 34,999	2												
		1	2	2										
Service workers / Employes du secteur des services	40,000 - 44,999	4	1		1									
		3												
	35,000 - 39,999	2												
		1	1	1										
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	60,000 - 64,999	4	21	21										
		3	165	164	1				4	4				
	12,500 - 14,999	2	200	196	4				1	1		1	1	
		1	57	54	3				2	2		1	1	
Other manual workers / Autres travailleurs manuels	40,000 - 44,999	4	9	9										
		3	34	34					2	2		2	2	
	12,500 - 14,999	2	114	114		1	1		3	3		3	3	
		1	56	56										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			810	728	82	1	1		14	12	2	7	7	

IMP 1871 (V-86) P J

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL*

Form / Formulaire **2** Part B / Partie B, Page 1

Name of Business / Nom de l'entreprise:	Industrial Sector / Branche d'activité:	Reporting Period / Période de rapport:
Erb Transport Limited	Truck Transport	1989

Location-Endroit

☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 5886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part II Partie II Page 2

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	Quarter Quart	All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	17,500-19,999	4	6		6									
		3	6		6									
	0-2,499	2	11	2	9							1		1
		1	5		5									
Sales workers Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels specialises	35,000-39,999	4	7	7										
		3	6	6										
	0-2,499	2	11	11										
		1	50	46	4							1	1	
Other manual workers Autres travailleurs manuels	25,000-27,499	4	10	10										
		3	13	12	1									
	0-2,499	2	37	36	1									
		1	40	40										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES			202	170	32							2	1	1

IMP 1886 (V-86) F 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **3** Part A *Partie A*

Name of Business: *Nom de l'entreprise*: Erb Transport Limited

Industrial Sector: *Branche d'activité*: Truck Transport

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport*: 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $10,000												
$10,000 - $14,999	37	30	7							1	1	
$15,000 - $17,499	32	18	14				1		1			
$17,500 - $19,999	52	30	22				1	1				
$20,000 - $22,499	41	30	11	1	1							
$22,500 - $24,999	77	67	10				1	1				
$25,000 - $27,499	73	68	5				2	2		2	2	
$27,500 - $29,999	69	63	6				4	3	1	1	1	
$30,000 - $34,999	124	121	3				1	1		2	2	
$35,000 - $39,999	126	124	2				1	1		1	1	
$40,000 - $49,999	146	144	2				3	3				
$50,000 - $69,999	31	31										
$70,000 and over *et plus*	2	2										
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	810	728	82	1	1		14	12	2	7	7	

LMF 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: [X] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	28	24	4									
$2,500 - $4,999	29	25	4									
$5,000 - $7,499	38	29	9							1		1
$7,500 - $9,999	28	27	1							1	1	
$10,000 - $12,499	25	19	6									
$12,500 - $14,999	11	7	4									
$15,000 - $17,499	9	7	2									
$17,500 - $19,999	11	9	2									
$20,000 - $24,999	10	10										
$25,000 - $29,999	6	6										
$30,000 - $39,999	7	7										
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	202	170	32							2	1	1

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents a temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: Erb Transport Limited

Industrial Sector: / Branche d'activité: Truck Transport

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	1	1										
Professionals / Professionnels	1	1										
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	2	2										
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	19	3	16				1		1			
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	90	84	6									
Other manual workers / Autres travailleurs manuels	55	55										
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	168	146	22				1		1			

EMP 3670 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **4** Part B / Partie B

NOTE See instructions
NOTA Voir instructions

Name of Business / Nom de l'entreprise	Industrial Sector / Branche d'activité
Erb Transport Limited	Truck Transport

Location / Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	9		9									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	23	23										
Other manual workers / Autres travailleurs manuels	35	34	1									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	67	57	10									

EMP 3690 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: [X] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period / Periode de rapport: 1989

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	2	1	1									
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	5	4	1									
Foremen/women / Contremaitres												
Clerical workers / Employés de bureau	6	3	3									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	5	5										
Other manual workers / Autres travailleurs manuels	21	21										
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	39	34	5									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	39	34	5									

EMP 3869 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 5 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* Erb Transport Limited

Industrial Sector: *Branche d'activité:* Truck Transport

Location-*Endroit*: [X] National (Canada) *National (Canada)* [ ] Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	- 0 -											
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	- 0 -											

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Erb Transport Limited

Industrial Sector: *Branche d'activité:* Truck Transport

Location: *Endroit* [X] National (Canada) *National (Canada)* [ ] Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*	2	2										
Middle or other managers *Cadres intermédiaires et autres cadres*	1	1										
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*	1		1									
Supervisors *Surveillants*	4	4										
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	17	4	13									
Sales workers *Employés du secteur de la vente*	1	1										
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	87	87					1	1				
Other manual workers *Autres travailleurs manuels*	82	82		1	1		1	1		3	3	
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	195	181	14	1	1		2	2		3	3	

EMP 3872 (9-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: [X] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	11		11							1		1
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	36	32	4									
Other manual workers / Autres travailleurs manuels	49	49										
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	96	81	15							1		1

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:*	Industrial Sector: *Branche d'activité:*	Reporting Period: *Période de rapport:*
Erb Transport Limited	Truck Transport	1989

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario ☐ Designated CMA (specify) *RMR désignée (préciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*	70,000 & over	4	1	1										
		3												
	55,000 - 59,999	2												
		1	5	5										
Middle or other managers *Cadres intermédiaires et autres cadres*	70,000 & over	4	4	4										
		3	4	4										
	27,500 - 29,999	2	6	6										
		1	3	2	1									
Professionals *Professionnels*	45,000 - 49,999	4	1		1									
		3	1	1										
	25,000 - 27,499	2	1		1									
		1	1	1										
Semi-professionals and technicians *Semi-professionnels et techniciens*	27,500 - 29,999	4	1		1									
		3												
	27,500 - 29,999	2												
		1												
Supervisors *Surveillants*	45,000 - 49,999	4	11	10	1									
		3	4	4										
	17,500 - 19,999	2	5	4	1									
		1	3	1	2									
Foremen/women *Contremaîtres*	45,000 - 49,999	4	2	2										
		3	2	2										
	15,000 - 17,499	2	1	1										
		1	1	1										

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A. Page 2
Formulaire Partie A.

NOTE See instructions
NOTA Voir instructions

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	** Quarter Quart	All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	40,000	4	8	8										
	44,999	3	11	7	4				1		1			
	12,500-	2	29	6	23									
	14,999	1	41	3	38				1		1			
Sales workers Employes du secteur de la vente	40,000-	4	1	1										
	44,999	3												
	30,000-	2												
	34,999	1	1	1										
Service workers Employes du secteur des services	40,000-	4	1		1									
	44,999	3												
	35,000	2												
	39,999	1	1	1										
Skilled crafts and trades workers Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels specialises	60,000-	4	21	21										
	64,999	3	154	153	1				4	4				
	12,500	2	186	182	4				1	1		1	1	
	14,999	1	52	49	3				2	2		1	1	
Other manual workers Autres travailleurs manuels	40,000-	4	9	9										
	44,999	3	32	32					2	2		2	2	
	12,500-	2	109	109		1	1		3	3		3	3	
	14,999	1	54	54										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES			767	685	82	1	1		14	12	2	7	7	

IMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business: / Nom de l'entreprise:	Industrial Sector: / Branche d'activité:	Reporting Period / Période de rapport
Erb Transport Limited	Truck Transport	1989

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range: Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3886 (9-86)E 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part B. Partie B. Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries: Total Number / Nombre total	Men / Hommes	Women / Femmes	Aboriginal Peoples / Autochtones: Total Number / Nombre total	Men / Hommes	Women / Femmes	Persons with Disabilities / Personnes handicapees: Total Number / Nombre total	Men / Hommes	Women / Femmes	Members of Visible Minorities / Membres des minorites visibles: Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	17,500 - 19,999	4	6		6									
		3	6		6							1		1
	0 - 2,499	2	11	2	9									
		1	5		5									
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	35,000 - 39,999	4	5	5										
		3	6	6										
	0 - 2,499	2	11	11								1	1	
		1	49	45	4									
Other manual workers / Autres travailleurs manuels	25,000 - 27,499	4	10	10										
		3	11	10	1									
	0 - 2,499	2	35	35										
		1	40	40										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			195	164	31							2	1	1

EMP 1886 (1-86) P 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **3** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Erb Transport Limited

Industrial Sector: *Branche d'activité:* Truck Transport

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☑ Province / Territory (specify) *Province / territoire (preciser)* Ontario

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $10,000												
$10,000 - $14,999	36	29	7							1	1	
$15,000 - $17,499	30	16	14				1		1			
$17,500 - $19,999	50	28	22				1	1				
$20,000 - $22,499	37	26	11	1	1							
$22,500 - $24,999	74	64	10				1	1				
$25,000 - $27,499	69	64	5				2	2		2	2	
$27,500 - $29,999	66	60	6				4	3	1	1	1	
$30,000 - $34,999	115	112	3				1	1		2	2	
$35,000 - $39,999	118	116	2				1	1		1	1	
$40,000 - $49,999	139	137	2				3	3				
$50,000 - $69,999	31	31										
$70,000 and over *et plus*	2	2										
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	767	685	82	1	1		14	12	2	7	7	

EMP 3648 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL*

Form Formulaire 3 Part B Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activite: Truck Transport

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period / Periode de rapport: 1989

SALARY RANGES / ECHELLES DE REMUNERATION	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	28	24	4									
$2,500 - $4,999	29	25	4									
$5,000 - $7,499	37	28	9							1		1
$7,500 - $9,999	28	27	1							1	1	
$10,000 - $12,499	23	18	5									
$12,500 - $14,999	11	7	4									
$15,000 - $17,499	9	7	2									
$17,500 - $19,999	9	7	2									
$20,000 - $24,999	10	10										
$25,000 - $29,999	6	6										
$30,000 - $39,999	5	5										
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	195	164	31							2	1	1

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: Erb Transport Limited

Industrial Sector: / Branche d'activité: Truck Transport

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	1	1										
Professionals / Professionnels	1	1										
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	2	2										
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	18	2	16									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	83	77	6									
Other manual workers / Autres travailleurs manuels	52	52										
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	157	135	22									

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	9		9									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	22	22										
Other manual workers / Autres travailleurs manuels	34	34										
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	65	56	9									

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business: *Nom de l'entreprise:*	Industrial Sector *Branche d'activité*
Erb Transport Limited	Truck Transport

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)*: Ontario

Reporting Period: *Période de rapport*: 1989

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*	2	1	1									
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*	5	4	1									
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	6	3	3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	5	5										
Other manual workers *Autres travailleurs manuels*	20	20										
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	38	33	5									
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	38	33	5									

EMP 3869 (1 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	- 0 -											
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	- 0 -											

CMP 3083 (9-84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

Name of Business: / Nom de l'entreprise: Erb Transport Limited

Industrial Sector: / Branche d'activité: Truck Transport

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs	2	2										
Middle or other managers / Cadres intermédiaires et autres cadres	1	1										
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	1		1									
Supervisors / Surveillants	4	4										
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	17	4	13									
Sales workers / Employés du secteur de la vente	1	1										
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	80	80					1	1				
Other manual workers / Autres travailleurs manuels	81	81		1	1		1	1		3	3	
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	187	173	14	1	1		2	2		3	3	

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

Name of Business / Nom de l'entreprise: Erb Transport Limited

Industrial Sector / Branche d'activité: Truck Transport

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	11		11							1		1
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	34	30	4									
Other manual workers / Autres travailleurs manuels	46	46										
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	91	76	15							1		1

EMP 1869 (9 84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise:	Industrial Sector: / Branche d'activité:	Reporting Period: / Période de rapport:
Erb Transport Limited	Truck Transport	1989

Location-Endroit: ☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☒ Designated CMA (specify) / RMR désignée (préciser) Toronto

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 & over	4	1	1										
		3												
	30,000-34,999	2	1	1										
		1	1	1										
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants	40,000 44,999	4	6	6										
		3	1	1										
	17,500-19,999	2	3	3										
		1	1	1										
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part A, Partie A, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	40,000-44,999	4	1	1										
		3	1		1									
	12,500-14,999	2	6	2	4									
		1	5	1	4									
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	50,000-54,999	4	12	12								1	1	
		3	38	37	1									
	17,500-19,999	2	29	28	1									
		1	19	14	5				1	1				
Other manual workers / Autres travailleurs manuels	35,000-39,999	4	4	4										
		3	12	12								1	1	
	12,500-14,999	2	38	38		1	1					2	2	
		1	29	29										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			208	192	16	1	1		1	1		4	4	

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B / Partie B Page 1

Name of Business / Nom de l'entreprise:	Industrial Sector / Branche d'activité:	Reporting Period / Période de rapport:
Erb Transport Limited	Truck Transport	1989

Location-Endroit

☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☒ Designated CMA (specify) / RMR désignée (préciser) Toronto

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 1886 (9-86)P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part B Partie B Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	15,000	4	3		3									
	17,499	3										1		1
	0-	2	4	1	3									
	2,499	1	1		1									
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	35,000-	4	2	2										
	39,999	3	1	1								1	1	
	0-	2	4	4										
	2,499	1	6	6										
Other manual workers / Autres travailleurs manuels	25,000-	4	4	4										
	27,499	3	3	3										
	0-	2	17	17										
	2,499	1	17	17										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			62	55	7							2	1	1

EMP 1800 (9 86) E 2

.. 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Publicat

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



EXPORT DEVELOPMENT CORPORATION

SOCIÉTÉ POUR L'EXPANSION DES EXPORTATIONS

5121

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Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

(1) FULL LEGAL NAME - NOM LÉGAL AU COMPLET: EXPORT DEVELOPMENT CORPORATION

(2) COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE: EXPORT DEVELOPMENT CORPORATION

ADDRESS / ADRESSE

(3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE: 151 O'CONNOR STREET, OTTAWA, ONTARIO

(4) MAILING ADDRESS - ADRESSE POSTALE: P.O. BOX 655, OTTAWA, ONTARIO

OFFICERS / AGENTS

(5) NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE: ROBERT. L. RICHARDSON

(7) NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI: WAYNE J. HUGHES

POSITION / FONCTION

(6) POSITION TITLE - TITRE OU FONCTION: PRESIDENT AND CHIEF OPERATING OFFICER

(8) POSITION TITLE - TITRE OU FONCTION: GENERAL MANAGER, HUMAN RESOURCES DIVISION

(9) AREA CODE / IND. RÉG.: 6 1 3

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 5 9 8 - 2 5 0 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

(10) INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: BUSINESS FINANCING COMPANIES — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 541 *

(11) INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2: — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

(12) INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3: — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

(13) INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4: — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
487	3	35 **

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DÉSIGNÉES

CALGARY	3
EDMONTON	
HALIFAX	2
MONTRÉAL	12
REGINA	
TORONTO	15
VANCOUVER	9
WINNIPEG	2

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	513
QUE.-Qc	12
N.S.-N.-É.	2
N.B.-N.-B.	
MAN.-MAN.	2
B.C.-C.-B.	9
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	3
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 541 *

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) ROBERT L. RICHARDSON, HEREBY CERTIFY ON BEHALF OF (Name of employer) EXPORT DEVELOPMENT CORPORATION

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: 09 JULY 1990

SIGNATURE - SIGNATURE: X

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3647(91-05)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) EXPORT DEVELOPMENT CORPORATION

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) EXPORT DEVELOPMENT CORPORATION

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) 151 O'CONNOR STREET, OTTAWA, ONTARIO

MAILING ADDRESS - ADRESSE POSTALE
(4) P.O. BOX 655, OTTAWA, ONTARIO

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OR EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) ROBERT L. RICHARDSON

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) WAYNE J. HUGHES

POSITION / FONCTION

POSITION TITLE - TITRE DU FONCTION
(6) PRESIDENT AND CHIEF OPERATING OFFICER

POSITION TITLE - TITRE DU FONCTION
(8) GENERAL MANAGER
HUMAN RESOURCES DIVISION

AREA CODE / IND. RÉG. | TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 6 1 3 | 5 9 8 - 2 5 0 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	(10) OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES	541 *
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	(11)	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	(12)	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	(13)	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
490	NIL	35 **

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DÉSIGNÉES		(18) PROVINCES/TERRITOIRES / PROVINCES/TERRITOIRES	
CALGARY	3	ONT.-ONT	513
EDMONTON		QUE.-Qc	12
HALIFAX	2	N.S.-N.-E.	2
MONTRÉAL	12	N.B.-N.-B.	
REGINA		MAN.-MAN	2
TORONTO	15	B.C.-C.-B.	9
VANCOUVER	9	P.E.I.-I.-P.-E.	
WINNIPEG	2	SASK.-SASK.	
		ALTA.-ALB.	3
		NFLD.-T.-N.	
		YUK.-Yuk.	
		N.W.T.-T.N.-O.	
(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA		(11)	541 *

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) ROBERT L. RICHARDSON, HEREBY CERTIFY ON BEHALF OF (Name of employer) EXPORT DEVELOPMENT CORPORATION,

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE 22 MAY 1990

SIGNATURE - SIGNATURE x _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

(EMP 3047(5-86))

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

* includes summer employment

** excludes summer employment

Canada

EXPORT DEVELOPMENT CORPORATION

EXECUTIVE SUMMARY

General

At the end of 1989, the Export Development Corporation had 490 permanent employees on strength or ten fewer than at the end of 1988. The Corporation continues to project only a marginal increase in its strength over the next five years. As such, progress made towards our Employment Equity objectives will mainly be achieved through the hiring of members from the target groups to replace employees who leave the Corporation and through the promotion of these target group employees.

Again this year, the management estimate of visible minorities and persons with disabilities exceeds the self-identified representation. The Corporation continues to face resistance on the part of some employees, particularly employees with disabilities, to formally self-identify although these employees may verbally acknowledge their disability. The reluctance to self-identify has been found equally among new hires whether they be members of a visible minority or have a disability as among employees who become disabled while working for EDC.

In 1989, further adjustments were made to the classification of positions into Employment Equity Occupational Groups, however, such adjustments do not materially affect the reporting of data. Most of the changes involve the reclassification of professional positions into the middle and other managers category.

As part of its on-going program to review all employment systems, the Corporation reviewed its recruitment and selection policies and practices in 1989 and found no evidence of discrimination towards members of the target groups.

Highlights of progress achieved

The number of women in the upper-management category increased to 3 in 1989, from 2 in 1988, therefore meeting our 1990 target of 3. It is interesting to note that of all promotions given to upper-level managers, middle or other managers and professionals in 1989, 24 (or 44%) out of 54 were given to women. As of December 31, 1989, women represented only 33% of employees in these three categories suggesting that women received on a pro-rata basis, more promotions than men.

.../2

EDC introduced in 1989 some modifications to its maternity leave policy, whereby permanent employees will now be guaranteed an income equal to 95% of their pay for a seventeen week period. Also, the concept of flextime was studied and will be introduced in September 1990 to allow employees, particularly women who must juggle work and family responsibilities, to have greater flexibility in choosing their work hours.

The number of self-declared employees with disabilities increased from eight to eleven as of the end of 1989, although management estimates that as many as twenty-one employees had a disability. The Corporation's goal is to have sixteen self-declared employees with disabilities on staff by the end of 1990. Based on our experience to date, meeting this goal will be largely contingent on new and existing employees' readiness to self-identify. Therefore, additional efforts wll be made in 1990 to sensitize all employees about the purpose and goals of the Employment Equity program.

In the case of visible minorities, management estimates that twenty were on strength at the end of 1989, including one on inactive status. Of these, seventeen had self-declared. We are confident that our goal of twenty self-declared visible minorities can be met by the end of 1990.

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / Branche d'activité: BUSINESS FINANCING COMPANIES

Reporting Period: / Période de rapport: 19 89

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart **	All Employees / Tous les salariés: Total Number / Nombre total	Men / Hommes	Women / Femmes	Aboriginal Peoples / Autochtones: Total Number / Nombre total	Men / Hommes	Women / Femmes	Persons with Disabilities / Personnes handicapées: Total Number / Nombre total	Men / Hommes	Women / Femmes	Members of Visible Minorities / Membres des minorités visibles: Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs 29	70,000 and over	4	1	1	-									
		3	3	3	-									
	70,000 and over	2	8	8	-									
		1	17	14	3	-			1	1	-			
Middle or other managers / Cadres intermédiaires et autres cadres 76	70,000 and over	4	31	28	3									
		3	28	23	5									
	30,000	2	5	1	4							1	-	1
	34,999	1	12	1	11									
Professionals / Professionnels 188	70,000 and over	4	6	3	3									
		3	11	10	1				3	3	-	3	2	1
	30,000	2	89	56	33							5	2	3
	34,999	1	81	47	34									
Semi-professionals and technicians / Semi-professionnels et techniciens 13	45,000 49,999	4	4	4	-									
		3	2	1	1									
	30,000 34,999	2	2	2	-							1	-	1
		1	5	-	5									
Supervisors / Surveillants 11	45,000 49,999	4	3	2	1									
		3	1	-	1									
	25,000 27,499	2	2	-	2									
		1	5	1	4									
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees / Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter / 1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form Formulaire 2 Part A, Partie A, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	30,000	4	53	1	52				1	-	1	1	-	1
	34,999	3	37	1	36		-							
	17,500	2	68	11	57	1		1	4	1	3	5	1	4
173	19,999	1	13	3	10				2	2				
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			427	221	266	1 *	-	1	11	7	4	16 *	5	11

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter / 1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

* plus one person on inactive status

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business: / Nom de l'entreprise:	Industrial Sector: / Branche d'activité:	Reporting Period: / Période de rapport:
EXPORT DEVELOPMENT CORPORATION	BUSINESS FINANCING COMPANIES	19 89

Location-Endroit

☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels	30,000 34,999	4												
		3												
	30,000 34,999	2	1	–	1									
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form Formulaire **2** Part B. Partie B. Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	12,500 14,999 10,000 12,499	4 3 2 1	1 1	– –	1 1									
Sales workers / Employes du secteur de la vente		4 3 2 1												
Service workers / Employes du secteur des services		4 3 2 1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4 3 2 1												
Semi-skilled manual workers / Travailleurs manuels specialises		4 3 2 1												
Other manual workers / Autres travailleurs manuels		4 3 2 1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			3	–	3									

.. 1 refers to the lowest salary quarter. 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé. 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: *Branche d'activité:* BUSINESS FINANCING COMPANIES

Location-*Endroit*: [X] National (Canada) *National (Canada)* [ ] Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

SALARY RANGES *ECHELLES DE REMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	-	-	-									
$10,000 - $14,999	-	-	-									
$15,000 - $17,499	-	-	-									
$17,500 - $19,999	8	2	6				2	2	-			
$20,000 - $22,499	38	6	32	1	-	1	3	1	2	2	-	2
$22,500 - $24,999	43	6	37				1	-	1	3	1	2
$25,000 - $27,499	32	1	31									
$27,500 - $29,999	35	1	34				1	-	1			
$30,000 - $34,999	51	10	41							4	1	3
$35,000 - $39,999	54	31	23							2	-	2
$40,000 - $49,999	109	64	45				3	3	-	4	2	2
$50,000 - $69,999	71	58	13				1	1	-	1	1	-
$70,000 and over *et plus*	46	42	4									
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	487	221	266	1	-	1	11	7	4	16	5	11

TASP 1648 (9-85)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / Branche d'activité: BUSINESS FINANCING COMPANIES

Location-Endroit: ☒ National (Canada) / National (Canada)* ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499	1	—	1									
$12,500 - $14,999	1	—	1									
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999	1	—	1									
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	3	—	3									

EMP 1849 (9-86)

* Use separate Parts B for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / Branche d'activité: BUSINESS FINANCING COMPANIES

Location-Endroit
☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	3	3	-									
Middle or other managers / Cadres intermédiaires et autres cadres	1	-	1									
Professionals / Professionnels	33	23	10							2	1	1
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	44	3	41	1	-	1	3	2	1	1	-	1
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	83	30	53	1	-	1	3	2	1	3	1	2

* Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

NOTE See instructions
NOTA: Voir instructions

Form / *Formulaire* **4** Part B / *Partie B*

Name of Business: / *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / *Branche d'activité:* BUSINESS FINANCING COMPANIES

Location-*Endroit*: ☒ National (Canada) / *National (Canada)* ☐ Province / Territory (specify) / *Province / territoire (préciser)* _____

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	1	—	1									
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	1	—	1									

(EXT 1809(89-06))

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	6	4	2									
Middle or other managers / Cadres intermédiaires et autres cadres	18	11	7 *							1	-	1
Professionals / Professionnels	29	15	14							1	-	1
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants	1	1 **	-									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	25	4	21				2	1	1			
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	81	36	45				2	1	1	2	-	2
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	83	37	46				2	1	1	2	-	2

EMP 3869 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

* one woman was promoted twice
** one man was promoted twice

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-Endroit: [X] National (Canada) / National (Canada) [ ] Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau				NOT APPLICABLE								
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

(MP 1881) (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / Branche d'activité: OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-Endroit
☒ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs	7	6	1									
Middle or other managers / Cadres intermédiaires et autres cadres	7	6	1									
Professionals / Professionnels	37	23	14				1	1	-	3	1	2
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	46	5	41	1	1	-						
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	99	41	58	1	1	-	1	1	-	3	1	2

EMP 3872 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

NOTE See instructions
NOTA Voir instructions

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente				NOT APPLICABLE								
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS												

EMP 3089 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: BUSINESS FINANCING COMPANIES

Reporting Period / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): ONTARIO ☐ Designated CMA (specify) / RMR désignée (préciser): _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart **	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	70,000 and over	4	1	1	–									
		3	3	3	–									
	70,000 and over	2	6	6	–									
26		1	16	13	3									
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 and over	4	31	28	3				1	1	–			
		3	23	18	5									
	30,000	2	5	1	4									
71	34,999	1	12	1	11							1	–	1
Professionals / Professionnels	70,000 and over	4	6	3	3									
		3	11	10	1									
	30,000	2	84	51	33				3	3	–	3	2	1
179	34,999	1	77	43	34							5	2	3
Semi-professionals and technicians / Semi-professionnels et techniciens	45,000 49,999	4	4	4	–									
		3	2	1	1									
	30,000	2	2	2	–									
13	34,999	1	5	–	5							1	–	1
Supervisors / Surveillants	45,000 49,999	4	3	2	1									
		3	1	–	1									
	25,000	2	2	–	2									
11	27,499	1	5	1	4									
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A. / Partie A. Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	30,000	4	47	1	46				1	-	1	1	-	1
	34,999	3	34	1	33	1	-	1	4	1	3	5	1	4
	17,500	2	67	11	56				2	2	-			
162	19,999	1	12	3	9									
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			459	204	255	1 *	-	1	11	7	4	16 *	5	11

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter / 1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

* plus one person on inactive status

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: BUSINESS FINANCING COMPANIES

Reporting Period / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser): ONTARIO

☐ Designated CMA (specify) / RMR désignée (préciser): _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels	30,000 34,999	4												
		3	1	—	1									
	30,000 34,999	2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

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* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part B, / Partie B, Page 2

NOTE. See instructions
NOTA : Voir instructions

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	.. Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	12,500	4												
	14,999	3												
	10,000	2												
	12,499	1	1	–	1									
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			3	–	3									

.. 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* 3 Part A / *Partie A*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / *Branche d'activité:* BUSINESS FINANCING COMPANIES

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

SALARY RANGES / *ÉCHELLES DE RÉMUNERATION*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / *Moins de* $10,000	-	-	-									
$10,000 - $14,999		-										
$15,000 - $17,499	-	-	-									
$17,500 - $19,999	8	2	6				2	2	-			
$20,000 - $22,499	36	6	30	1	-	1	3	1	2	2	-	2
$22,500 - $24,999	43	6	37				1	-	1	3	1	2
$25,000 - $27,499	29	1	28									
$27,500 - $29,999	32	1	31				1	-	1			
$30,000 - $34,999	48	10	38							4	1	3
$35,000 - $39,999	53	30	23							2	-	2
$40,000 - $49,999	101	56	45				3	3	-	4	2	2
$50,000 - $69,999	66	53	13				1	1	-	1	1	-
$70,000 and over / *et plus*	43	39	4									
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*	459	204	255	1	-	1	11	7	4	16	5	11

1848 (9 80)

* Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / *Formulaire* 3 Part B / *Partie B*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / *Branche d'activité:* BUSINESS FINANCING COMPANIES

Location-*Endroit* ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

SALARY RANGES / *ÉCHELLES DE RÉMUNÉRATION*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / *Moins de* $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499	1	—	1									
$12,500 - $14,999	1	—	1									
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999	1	—	1									
$40,000 - $49,999												
$50,000 and over / *et plus*												
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*	3	—	3									

EMP. 1849 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions
NOTA: Voir instructions

Form / *Formulaire* 4 Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / *Branche d'activité:* BUSINESS AND FINANCING COMPANIES

Location-*Endroit*
☐ National (Canada) / *National (Canada)*
☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	1	1	-									
Middle or other managers / *Cadres intermédiaires et autres cadres*	1	-	1									
Professionals / *Professionnels*	30	20	10							2	1	1
Semi-professionals and technicians / *Semi-professionnels et techniciens*	2	1	1									
Supervisors / *Surveillants*	-	-	-									
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	42	3	39	1	-	1	3	2	1	1	-	1
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	76	25	51	1	-	1	3	2	1	3	1	2

EMP 3873 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada · Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

NOTE See instructions
NOTA Voir instructions

Name of Business: / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: / Branche d'activité: BUSINESS FINANCING COMPANIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1	—	1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	1	—	1									

(1990-03-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 5 Part A Partie A

Name of Business: Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector: Branche d'activité: BUSINESS FINANCING COMPANIES

Location-Endroit ☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (préciser) ONTARIO

Reporting Period: Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	6	4	2									
Middle or other managers / Cadres intermédiaires et autres cadres	16	9	7							1	-	1
Professionals / Professionnels	27	14	13							1	-	1
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1									
Supervisors / Surveillants	1	1	-									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	24	4	20				2	1	1			
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	76	33	43				2	1	1	2	-	2
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	78	34	44				2	1	1	2	-	2

1869 (1-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* 5 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: *Branche d'activité:* OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*					NOT APPLICABLE							
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*												
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*												

EMP 3883 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* EXPORT DEVELOPMENT CORPORATION

Industrial Sector: *Branche d'activité:* OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1.
Upper-level managers *Cadres supérieurs*	5	4	1									
Middle or other managers *Cadres intermédiaires et autres cadres*	7	6	1									
Professionals *Professionnels*	32	19	13							3	1	2
Semi-professionals and technicians *Semi-professionnels et techniciens*	2	1	1									
Supervisors *Surveillants*	-	-	-									
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	41	5	36	1	1	-						
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	87	35	52	1	1	-				3	1	2

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business / Nom de l'entreprise: EXPORT DEVELOPMENT CORPORATION

Industrial Sector / Branche d'activité: OTHER BUSINESS FINANCING COMPANIES FINANCE AND INSURANCE INDUSTRIES

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau					NOT APPLICABLE							
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS												

EMP 3889 (9-85)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) FARM CREDIT CORPORATION CANADA

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) FARM CREDIT CORPORATION CANADA

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) 434 QUEEN STREET, OTTAWA, ONTARIO

MAILING ADDRESS - *ADRESSE POSTALE*
(4) P.O. BOX 2314, POSTAL STATION D, OTTAWA, ONTARIO K1P 6J9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) JAMES HEWITT

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
(7) Elizabeth Marcotte

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
(6) CHAIRMAN AND CHIEF EXECUTIVE OFFICER

POSITION TITLE - *TITRE OU FONCTION*
(8) Manager, Human Resources Planning and Staffing

AREA CODE / IND. REG. (9) 6 1 3
TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 9 9 6 6 6 0 6

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

	NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
(10) INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*: FINANCE AND INSURANCE INDUSTRIES OTHER FINANCIAL INTERMEDIARIES	775
(11) INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	
(12) INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	
(13) INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
658	46	71

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C.M.As / *R.M.R DÉSIGNÉES*

CALGARY	1
EDMONTON	32
HALIFAX	
MONTRÉAL	
REGINA	73
TORONTO	
VANCOUVER	
WINNIPEG	37

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT. -*ONT*	314
QUE. -*Qc*	78
N.S. -*N.-É*	--
N.B. -*N.-B*	18
MAN. -*MAN*	72
B.C. -*C.-B*	18
P.E.I. -*Î.-P.-É*	6
SASK. -*SASK*	174
ALTA. -*ALB*	94
NFLD. -*T.-N*	1
YUK. -*YUK*	--
N.W.T. -*T.N.-O*	--

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 775

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)
I, (Name) James Hewitt, HEREBY CERTIFY ON BEHALF OF (Name of employer) Farm Credit Corporation.

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____.

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE May 28, 1990

SIGNATURE - SIGNATURE

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 1184 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

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EXECUTIVE SUMMARY

I INTRODUCTION

During 1989, Farm Credit Corporation (FCC) continued to implement its program of recovery. Substantial progress was made in achieving a primary objective "to restructure and reorganize the Farm Credit Corporation into an economically viable position so that it may respond to the financial needs of Canadian farmers".

In support of this objective, additional resources were required to manage FCC's portfolio and to reduce its inventory of properties. In December 1989, the Corporation had a total of 775 employees, representing an increase of 12% from December 1988.

II STATUS OF EMPLOYMENT EQUITY PLANNING

With the increase in staff during 1989, emphasis was placed on the Corporate human resources objective:

> "Through excellence in recruitment measures, to attract outstanding new employees including representative numbers of women, disabled persons, aboriginal peoples and visible minorities".

FCC recognized, however, that sound administrative procedures supportive of employment equity planning and monitoring as well as

continued progress towards established qualitative plans were also necessary to the attainment of Corporate employment equity objectives.

The credit advisor group represents the largest feeder group from which FCC eventually recruits managers. Interviewing targets for women credit advisors (CA) were again established by region. The targets established reflect university graduation in fields directly related to the work of FCC.

The average hiring rate for women credit advisors was 22%. The overall representation of women in this group is approximately 18%. Although the 1991 target of 18% representation has been achieved, progress in this area will be monitored closely over the next two years. Regarding developmental programs, in 1989 one employee completed the educational leave program and two employees continued their studies on a full-time basis. This program in particular, provides support staff with the necessary academic background to become credit advisors. In addition to educational leave, on-the-job training programs also provide support staff with the opportunity to move to the officer level.

External recruitment of female middle managers was consistent with their representation in the Canadian labour force (33%). Both external recruitment and internal promotion resulted in an increased representation of women in the middle management category, from 13% to 15% in 1989.

Liaison with organizations representing the three other target groups was strengthened throughout 1989. This liaison, coupled with other

initiatives aimed at attracting target group members, resulted in their increased representation within the Corporation's total workforce. Also, procedures were reviewed and revised to ensure the opportunity for all target groups members to self identify.

The representation of disabled persons increased from 1.8% to 2.2% in 1989. Six aboriginal persons were hired during 1989. The representation of aboriginal persons increased from .16% to 1.2%. Visible minority representation also increased to 3.1% in 1989 from 2.3% in 1988.

A senior staffing officer in FCC's Human Resources Division was recognized during National Access Awareness week for his work in the area of employment of disabled people.

Educational initiatives which emphasized the integration of employment equity with the operational planning and staffing functions were initiated in 1989. Supervisory training completed in 1989 included this component. Plans are to offer this training to human resources representatives, supervisors and developing supervisors beginning in 1990. Regional conferences and employee newsletters were also vehicles used for providing information on employment equity to FCC employees during 1989.

A comprehensive classification and compensation review began in 1989. The results for the first phase of this review indicate that FCC's evaluation and classification system meets legislative requirements with respect to pay equity issues.

III EMPLOYMENT EQUITY PLANS

Although FCC will be facing new challenges with projected decreases in person years for the 1991-92 fiscal year, integrated human resources planning will ensure continued progress towards the achievement of Corporate employment equity objectives. Representation targets for 1992 will remain as follows:

- representation of women in the credit advisor group - 23%
- representation of women in middle management - 30%
- representation of disabled people - 3.4%
- representation of visible minorities - 4%
- representation of aboriginal people - 1.4%

FCC will also continue to develop and implement initiatives which are supportive of employment equity and diversity within the workforce.

SOMMAIRE-RECOMMANDATIONS

I INTRODUCTION

En 1989, la Société du crédit agricole (SCA) a continué de mettre en oeuvre son plan de redressement. Elle a fait des progrès notables vers l'atteinte de l'objectif principal: «restructurer et réorganiser la Société du crédit agricole pour qu'elle redevienne viable et puisse répondre aux besoins financiers des agriculteurs canadiens».

Pour appuyer cet objectif, la SCA a eu besoin de ressources additionnelles pour gérer son portefeuille et pour réduire son inventaire de propriétés. En décembre 1989, la Société avait 775 employés, ce qui représente une augmentation de 12% par rapport à décembre 1988.

II SITUATION DE LA PLANIFICATION DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI

Étant donné l'augmentation du nombre d'employés en 1989, l'accent a été mis sur l'objectif des ressources humaines de la Société:

> «Grâce à l'excellence des mesures de recrutement, attirer de nouveaux employés compétents, dont un nombre représentatif de femmes, de personnes handicapées, d'autochtones et de membres des minorités visibles.»

Cependant, la SCA a reconnu qu'elle devait mettre en place des méthodes administratives et des contrôles solides pour appuyer sa planification de l'équité en matière d'emploi et poursuivre l'application de ses plans qualitatifs établis, afin d'atteindre, ultimement, ses objectifs d'équité

en matière d'emploi.

Le groupe des conseillers en financement est le plus important groupe de relève dont la SCA dispose pour recruter ses cadres. Elle a, de nouveau, établi des cibles régionales concernant le nombre de femmes convoquées en entrevue pour les postes de conseiller en financement (CF). Ces cibles reflètent le pourcentage de diplômés universitaires dans les domaines directement reliés à ses activités.

Le taux moyen d'embauche des conseillères en financement a été de 22%. La représentation globale des femmes dans ce groupe est d'environ 18%. Bien que la cible de 18% fixée pour 1991 ait été atteinte, les progrès réalisés à son égard feront l'objet d'un suivi étroit au cours des deux prochaines années. En ce qui concerne les programmes de formation, en 1989, une employée a complété le programme de congé d'études et deux autres poursuivent leurs études à temps plein. Ce programme permet au personnel de soutien d'acquérir les connaissances nécessaires pour devenir conseiller en financement. En plus des congés d'étude, les programmes de formation au travail donnent au personnel de soutien l'occasion d'être promu au niveau d'agent.

Le recrutement à l'externe des femmes au niveau de cadre intermédiaire correspond à leur représentation parmi la main-d'oeuvre canadienne (33%). Suite à l'embauche à l'externe et à la promotion de femmes au niveau de cadre intermédiaire, la représentation de ce groupe a passé de 13% à 15% en 1989.

En 1989, la liaison avec les organisations qui représentent les trois autres groupes cibles a été renforcée. Cette mesure, en conjonction avec d'autres projets destinés à attirer les membres de ces groupes cibles, ont fait augmenter leur représentation au sein de l'effectif de la Société. De plus, les méthodes ont été examinées et révisées afin de donner l'occasion à tous les membres des groupes cibles de s'identifier.

La représentation des personnes handicapées a augmenté en 1989, soit de 1.8% à 2.2%. Six autochtones ont été embauchés en 1989, ce qui a fait augmenté leur représentation de .16% à 1.2%. La représentation des minorités visibles a aussi augmenté (2.3% en 1988 à 3.1% en 1989).

Un agent principal de dotation de la Division des ressources humaines de la SCA a été reconnu au cours de la Semaine nationale pour l'intégration des handicapés pour ses efforts concernant l'embauche de personnes handicapées.

En 1989, on a entrepris des activités de formation qui portaient principalement sur l'intégration de l'équité d'emploi dans la planification opérationnelle et dans les fonctions de dotation. Les cours de supervision offerts en 1989 comportaient un volet qui traitait de ces questions. On prévoit offrir, à compter de 1990, ce genre de formation aux représentants des ressources humaines, aux superviseurs et aux personnes appelées à devenir superviseurs. Les conférences régionales et les bulletins aux employés sont d'autres moyens utilisés en 1989 pour transmettre au personnel de la SCA des informations sur

l'équité d'emploi.

La SCA a entrepris un examen de la classification et de la rémunération de tous ses postes en 1989. Les résultats de la première phase de l'examen montrent que son système d'évaluation et de classification répond aux exigences d'équité salariale énoncées dans la loi.

III PLANS D'ÉQUITÉ EN MATIÈRE D'EMPLOI

Bien que la SCA devra relever de nouveaux défis au cours de l'exercice 1991-1992, avec la baisse prévue de ses années-personnes, la planification intégrée des ressources humaines lui permettra néanmoins de progresser en vue d'atteindre ses objectifs d'équité d'emploi. Les cibles de représentation pour 1992 sont:

- représentation des femmes dans le groupe de conseillers en financement - 23%
- représentation des femmes parmi les cadres intermédiaires - 30%
- représentation des personnes handicapées - 3.4%
- représentation des minorités visibles - 4%
- représentation des autochtones - 1.4%

La SCA continuera également d'élaborer et de mettre sur pied des activités en vue d'appuyer l'équité d'emploi et de diversifier sa main-d'oeuvre.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 2 Part A. *Partie A.* Page 1

Name of Business: *Nom de l'entreprise:*	Industrial Sector: *Branche d'activité:*	Reporting Period: *Période de rapport:*
Farm Credit Corporation Canada Société du Crédit Agricole Canada	Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières	19 89

Location-*Endroit*

☑ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / Territoire (preciser)* _____ ☐ Designated CMA (specify) *RMR designee (preciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*	70,000 & OVER	4	2	2										
		3	2	2										
	60,000 - 64,999	2	8	7	1									
		1	3	3										
Middle or other managers *Cadres intermédiaires et autres cadres*	70,000 & OVER	4	11	11					1	1				
		3	14	12	2									
	40,000 - 44,999	2	6	5	1				1	1		1	1	
		1	3	1	2									
Professionals *Professionnels*	70,000 & OVER	4	5	4	1									
		3	114	111	3	1	1		3	3		3	3	
	20,000 - 22,499	2	196	165	31	1	1		3	3		2	1	1
		1	52	29	23	1	1					2	2	
Semi-professionals and technicians *Semi-professionnels et techniciens*	45,000 - 49,999	4	3	1	2									
		3	1		1									
	15,000 - 17,499	2	1	1										
		1	2		2									
Supervisors *Surveillants*	50,000 - 54,999	4	3	3										
		3	2	2										
	25,000 - 27,499	2	12	6	6									
		1	17	3	14									
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

NOTE See instructions
NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A
Formulaire Partie A

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	** Quarter Quart	All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	45,000	4	1	1										
	40,999	3	13	5	8							3	1	2
	15,000 -	2	97	8	89				2	1	1	6	1	5
	17,499	1	87	6	81	4		4	3	1	2	4	1	3
Sales workers Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifies et artisans	27,500 -	4	1	1										
	29,999	3												
	20,000 -	2												
	22,499	1	2	2					1	1				
Semi-skilled manual workers Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES			658	391	267	7	3	4	14	11	3	21	10	11

EMP 3873 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B. / Partie B. Page 1

Name of Business / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Reporting Period / Période de rapport: 19 89

Location-Endroit
☑ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (preciser) _____
☐ Designated CMA (specify) / RMR designee (preciser) _____

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels	30,000-34,999	4	1	1										
		3	1		1									
	20,000-22,499	2												
		1	2		2									
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3566 (1988/12)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

Form Formulaire 2 Part B. Partie B. Page 2

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	** Quarter Quart	All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	22,500-24,999	4	5		5									
		3	4		4									
	7,500-9,999	2	21		21									
		1	12		12									
Sales workers Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES			46	1	45									

EMP 1886 (9-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurances Industries-Other
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit

☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: / Periode de rapport: 19 89

SALARY RANGES / ECHELLES DE REMUNERATION	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999												
$15,000 - $17,499	6		6									
$17,500 - $19,999	41	4	37	3		3	3	1	2	2	1	1
$20,000 - $22,499	33	2	31	1		1	1	1		1		1
$22,500 - $24,999	49	7	42							4		4
$25,000 - $27,499	46	9	37				1		1	3	3	
$27,500 - $29,999	46	13	33	1	1		1	1		2		2
$30,000 - $34,999	73	34	39	1	1					3	1	2
$35,000 - $39,999	68	50	18							1		1
$40,000 - $49,999	168	150	18	1	1		4	4		3	3	
$50,000 - $69,999	111	106	5				4	4		2	2	
$70,000 and over / et plus	17	16	1									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	658	391	267	7	3	4	14	11	3	21	10	11

EMP 3648 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL*

Form Formulaire 3 Part B Partie B

Name of Business: Nom de l'entreprise: Farm Credit Corporation Canada / Société du Credit Agricole Canada

Industrial Sector Branche d'activité: Financial and Insurance Industries-Others / Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: Période de rapport: 19 80

SALARY RANGES ÉCHELLES DE RÉMUNÉRATION	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999	5		5									
$10,000 - $12,499	16		16									
$12,500 - $14,999	11		11									
$15,000 - $17,499	5		5									
$17,500 - $19,999	3		3									
$20,000 - $24,999	4		4									
$25,000 - $29,999	1		1									
$30,000 - $39,999	1	1										
$40,000 - $49,999												
$50,000 and over et plus												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	46	1	45									

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **4** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: *Branche d'activité* Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-*Endroit*: ☑ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres superieurs*	2	1	1									
Middle or other managers *Cadres intermediaires et autres cadres*	3	2	1									
Professionals *Professionnels*	39	31	8	1	1					3	2	1
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaitres*												
Clerical workers *Employes de bureau*	33	4	29	3		3	2		2	2	1	1
Sales workers *Employes du secteur de la vente*												
Service workers *Employes du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*												
Semi-skilled manual workers *Travailleurs manuels specialises*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	77	38	39	4	1	3	2	0	2	5	3	2

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / Formulaire 4 Part B / Partie B

Name of Business / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau	8		8									
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	8		8									

EMP 1890 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN*

Form Formulaire 5 Part A Partie A

Name of Business: Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: Branche d'activité: Financial and Insurance Industries1-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions finan::

Location-Endroit
☑ National (Canada) National (Canada)
☐ Province / Territory (specify) Province / territoire (preciser) _____

Reporting Period: Periode de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres	5	4	1									
Professionals / Professionnels	50	35	15							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens	3		3									
Supervisors / Surveillants	2		2									
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau	43*	8	35*				1	1		6	1	5
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	103	47	56				1	1		7	2	5
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	105	47	58				1	1		7	2	5

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

*2 employees promoted twice
2 employé(e)s promu(e)s deux fois

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **5** Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediaires/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	17		17									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	17		17									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	17		17									

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
*CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* Farm Credit Corporation Canada
Société du crédit agricole Canada

Industrial Sector: *Branche d'activité:* Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financiè

Location-*Endroit*

☑ National (Canada) *National (Canada)*

☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers *Cadres supérieurs*	3	2	1									
Middle or other managers *Cadres intermédiaires et autres cadres*	2	1	1									
Professionals *Professionnels*	18	12	6									
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*	2		2									
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	23	2	21									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	1	1										
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	49	18	31									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit
☑ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	4		4									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	4		4									

EMP 3889 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise: Farm Credit Corporation Canada / Société du Crédit Agricole Canada

Industrial Sector / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediaires/Institutions Financières et société d'assurance-autres institutions financières

Reporting Period / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada)

☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

☐ Designated CMA (specify) / RMR designee (preciser)

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 & OVER	4	2	2										
		3	2	2										
	60,000-64,999	2	4	3	1									
		1	2	2										
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 & OVER	4	9	9					1	1				
		3	8	6	2									
	46,000-44,999	2	6	5	1				1	1		1	1	
		1	3	1	2									
Professionals / Professionnels	65,000-69,999	4	19	18	1				1	1				
		3	55	49	6									
	20,000-22,499	2	41	29	12	1	1		1	1		4	4	
		1	14	6	8							1		1
Semi-professionals and technicians / Semi-professionnels et techniciens	45,000-49,999	4	3	1	2									
		3												
	15,000-17,499	2	1	1										
		1	2		2									
Supervisors / Surveillants	50,000-54,999	4	2	2										
		3	2	2										
	25,000-27,499	2	3	1	2									
		1	11	3	8									
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part A Partie A Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	45,000	4	1	1										
	49,999	3	8	4	4							3	1	2
	15,000 -	2	40	7	33				1	1		5	1	4
	17,499	1	29	1	28							1		1
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans	27,500 -	4	1	1										
	29,999	3												
	20,000 -	2												
	22,499	1	2	2					1	1				
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3												
		2												
		1												1
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			270	158	112	1	1		6	6		15	7	8

EMP 3871 (1988/12)

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B. / Partie B. Page 1

Name of Business / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediaires/Institutions
~~Financières et sociétés d'assurance-autres institutions financières~~

Reporting Period / Période de rapport: 19 89

Location / Endroit

☐ National (Canada) / National (Canada)

☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

☐ Designated CMA (specify) / RMR designee (preciser)

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres superieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermediaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels	30,000-34,999	4	1	1										
		3												
	20,000-22,499	2												
		1	2		2									
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaitres		4												
		3												
		2												
		1												

EMP 1886 (1 86) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form / Formulaire 2 Part B / Partie B, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	17,500- 19,999	4	2		2									
		3	3		3									
	7,500- 9,999	2	4		4									
		1	6		6									
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			18	1	17									

EMP 1880 (5-89) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurances Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit

☐ National (Canada) / National (Canada)

☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999												
$15,000 - $17,499	3		3									
$17,500 - $19,999	8		8							1		1
$20,000 - $22,499	11	1	10				1	1				
$22,500 - $24,999	30	6	24							2		2
$25,000 - $27,499	19	4	15							1	1	
$27,500 - $29,999	20	7	13				1	1		2		2
$30,000 - $34,999	25	12	13	1	1					3	1	2
$35,000 - $39,999	19	11	8							1		1
$40,000 - $49,999	71	59	12				1	1		3	3	
$50,000 - $69,999	53	48	5				3	3		2	2	
$70,000 and over / et plus	11	10	1									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	270	158	112	1	1		6	6		15	7	8

LMP 3648 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada / Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Others / Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit: ☐ National (Canada) / National (Canada) ☑ Province / Territory (specify) / Province / territoire (preciser): ONTARIO

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ECHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999	1		1									
$10,000 - $12,499	8		8									
$12,500 - $14,999	3		3									
$15,000 - $17,499	2		2									
$17,500 - $19,999	1		1									
$20,000 - $24,999	2		2									
$25,000 - $29,999												
$30,000 - $39,999	1	1										
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	18	1	17									

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*

Form / Formulaire **4** Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 19 99

Occupational Groups / Categories professionnelles	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres superieurs	2	1	1									
Middle or other managers / Cadres intermediaires et autres cadres	3	2	1									
Professionals / Professionnels	18	13	5							1		1
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau	14	3	11							1		1
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	37	19	18							2		2

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **4** Part B / Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	2		2									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	2		2									

EMP 3890 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **5** Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries1-Other Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions finan

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Periode de rapport 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent etre inscrits seulement dans la categorie professionnelle à laquelle ou à l'interieur de laquelle ils ont ete promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres	3	2	1									
Professionals / Professionnels	16	11	5							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens	2		2									
Supervisors / Surveillants	1		1									
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau	19*	5	14*							5	1	4
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	41	18	23							6	2	4
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	42	18	24							6	2	4

EMP 3869 (9 86)

* Use separate Parts for permanent part-time and temporary employees / Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

*1 employee promoted twice
1 employé(e) promu(e) deux fois

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions' Financières et société d'assurance-autres institutions financières

Location-Endroit: ☐ National (Canada) / National (Canada) ☑ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	3		3									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	3		3									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	3		3									

(MP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du crédit agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs	3	2	1									
Middle or other managers / Cadres intermédiaires et autres cadres	2	1	1									
Professionals / Professionnels	8	3	5									
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	2		2									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	12	2	10									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	28	9	19									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	2		2									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	2		2									

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 2 Part A. Partie A. Page 1

Name of Business: Nom de l'entreprise: Farm Credit Corporation Canada / Société du Crédit Agricole Canada

Industrial Sector: Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Reporting Period: Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN ☐ Designated CMA (specify) / RMR designee (preciser)

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col. 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
	70,000 & OVER	2												
		1	1	1										
Middle or other managers / Cadres intermédiaires et autres cadres	65,000-69,999	4	1	1										
		3	1	1										
	60,000-64,999	2												
		1	1	1										
Professionals / Professionnels	55,000-59,999	4	20	19	1									
		3	22	22										
	25,000-27,499	2	34	26	8									
		1	11	8	3							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants	50,000-54,999	4	1	1										
		3												
	27,500-29,999	2	1	1										
		1	2	1	1									
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 3871 (9 88)

* Use separate Parts for permanent part-time and temporary employees / Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	30,000 - 34,999	4	6		6									
		3	8		8									
	17,500 - 19,999	2	16	1	15									
		1	13	1	12	2		2	1		1	1	1	
Sales workers / Employes du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			138	84	54	2		2	1		1	2	2	

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

EMP 3871 (9-86) P 2

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B. *Partie B.* Page 1

Name of Business: *Nom de l'entreprise:* Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: *Branche d'activité* Financial and Insurance Industries--Other Financial Intermediares/Institutions
~~Financières et société d'assurance-autres institutions financières~~

Reporting Period: *Période de rapport* 19 89

Location-Endroit

☐ National (Canada) *National (Canada)*

☑ Province / Territory (specify) *Province / territoire (preciser)* SASKATCHEWAN

☐ Designated CMA (specify) *RMR designee (preciser)*

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres superieurs*		4												
		3												
		2												
		1												
Middle or other managers *Cadres intermediaires et autres cadres*		4												
		3												
		2												
		1												
Professionals *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*		4												
		3												
		2												
		1												
Foremen/women *Contremaitres*		4												
		3												
		2												
		1												

EMP 3800 (9-86)E 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part B. / Partie B. Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart **	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	22,500 - 24,999	4	2		2									
		3	3		3									
	7,500 - 9,999	2	3		3									
		1	1		1									
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			9		9									

EMP 1880 (1-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurances Industries-Other
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ECHELLES DE REMUNERATION	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999	12	1	11	2		2	1		1	1	1	
$20,000 - $22,499	11		11									
$22,500 - $24,999	8	1	7									
$25,000 - $27,499	10	2	8							1	1	
$27,500 - $29,999	8	3	5									
$30,000 - $34,999	18	9	9									
$35,000 - $39,999	24	22	2									
$40,000 - $49,999	28	27	1									
$50,000 - $69,999	18	18										
$70,000 and over / et plus	1	1										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	138	84	54	2		2	1		1	2	2	

EMP 3848 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit: ☐ National (Canada) / National (Canada) ☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999	1		1									
$10,000 - $12,499												
$12,500 - $14,999	3		3									
$15,000 - $17,499	1		1									
$17,500 - $19,999	2		2									
$20,000 - $24,999	2		2									
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	9		9									

EMP 3849 (9-84)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels	10	9	1							1	1	
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	12	1	11	2		2	1		1	1	1	
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	22	10	12	2		2	1		1	2	2	

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Others
Financial Intermediares/Institutions
Financières et société d'assurance-autres institutions financieres

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau	1		1									
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	1		1									

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries1-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions finan

Location-Endroit: ☐ National (Canada) / National (Canada) ☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	1	1										
Professionals / Professionnels	15	11	4									
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	1		1									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	12		12									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	29	12	17									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	29	12	17									

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form Formulaire **5** Part B Partie B

Name of Business: Nom de l'entreprise: Farm Credit Corporation Canada / Société du Crédit Agricole Canada

Industrial Sector: Branche d'activité: Financial and Insurance Industries-Other / Financial Intermediares/Institutions' Financières et société d'assurance-autres institutions financières

Location-Endroit

☐ National (Canada) / National (Canada)

☑ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period: Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	1		1									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	1		1									

EMP 3863 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: Farm Credit Corporation Canada
Société du crédit agricole Canada

Industrial Sector: / Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions
~~Financières et société d'assurance autres institutions financières~~

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels	4	3	1									
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	5	3	2									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL*

Form Formulaire 6 Part B Partie B

Name of Business: Nom de l'entreprise: Farm Credit Corporation Canada
Société du Crédit Agricole Canada

Industrial Sector: Branche d'activité: Financial and Insurance Industries-Other Financial Intermediares/Institutions Financières et société d'assurance-autres institutions financières

Location-Endroit
☐ National (Canada) National (Canada)
☑ Province / Territory (specify) Province / territoire (preciser) SASKATCHEWAN

Reporting Period: Période de rapport: 19 89

Occupational Groups Categories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs												
Middle or other managers Cadres intermédiaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Foremen/women Contremaîtres												
Clerical workers Employés de bureau	1		1									
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	1		1									

EMP 3869 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Publication

5126
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — Form 1

NAME OF EMPLOYER	FULL LEGAL NAME	CORPORATE OR FIRM TYPE	
	FEDERAL EXPRESS CANADA LIMITED	FEDERAL EXPRESS CANADA LIMITED	
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS	
	50 GURNETT-DOAE RD., STE. 1201 MISSISSAUGA, ONTARIO	SAME	
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	
	DAVID J. BRONCZEK	M. SUZANNE GAAL	
POSITION	POSITION TITLE	POSITION TITLE	AREA CODE TELEPHONE NUMBER
	V.P. CANADIAN OPERATIONS	SENIOR MANAGER, PERSONNEL	819 997 - 1910

INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	DESIGNATED GROUPS		PROVINCES/TERRITORIES	
	POSTAL & COURIER SERVICE	1885				
	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES	DESIGNATED GROUPS	WOMEN	1117	NFLD 10
		0		ABORIGINAL PEOPLES	31	P.E.I. 0
	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES		DISABLED PERSONS	5	N.S. 74
		0	INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	VISIBLE MINORITIES	264	N.B. 26
	INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES		MONTREAL	324	QUE. 65
		0		OTTAWA	11	ONT. 810
				TORONTO	874	MAN. 27
				VANCOUVER	206	SASK. 22
				WINNIPEG	65	ALTA. 177
						B.C. 0
						YUK. 0
						N.W.T. 0

EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
	1517	291	11

TOTAL EMPLOYEES IN CANADA: 1885

CERTIFICATION OF ACCURACY

I, (Name) M. Suzanne Gaal, (Print) certify on behalf of (Name of Employer) Federal Express Canada Ltd., that the information contained in forms 1 to 6 of this report is true and accurate in every respect, to the best of my knowledge and belief.

CORPORATE SEAL

DATE July 16, 1990 SIGNATURE Suzanne Gaal/BB

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

NAME OF EMPLOYER	FULL LEGAL NAME	COMMON OR BUSINESS NAME
	FEDERAL EXPRESS CANADA	FEDERAL EXPRESS CANADA

	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
ADDRESS	50 BURNAMTHORPE RD., STE. 1201 MISSISSAUGA, ONTARIO L5B 3C2	SAME

	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
OFFICERS	DAVID J. BRONCZEK	SUZANNE GAAL
POSITION	POSITION TITLE: V. P., CANADIAN OPERATIONS	POSITION TITLE: SR. MANAGER, PERSONNEL
		AREA CODE: 416 — TELEPHONE NUMBER: 897 - 1803

REPORTING

INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1	NO. OF EMPLOYEES	GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	DESIGNATED CMAs		PROVINCES/TERRITORIES	
	POSTAL & COURIER SERVICE	1854		CALGARY	81	ONT.	1067
	INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES		EDMONTON	56	QUE.	268
		0		HALIFAX	5	N.S.	53
	INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES		MONTREAL	259	N.B.	26
		0		REGINA	12	MAN.	55
	INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES		TORONTO	863	P.E.I.	0
		0		VANCOUVER	210	SASK.	23
				WINNIPEG	62	ALTA.	137
						NFLD	9
						YKN	0
						N.W.T.	0

EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	TOTAL EMPLOYEES IN CANADA	1854
	1498	272	11		

CERTIFICATION OF ACCURACY

I, (Name) Suzanne Gaal, HEREBY CERTIFY ON BEHALF OF (Name of Employer) Federal Express Canada Ltd., THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE May 30, 1990 SIGNATURE Suzanne Gaal

Federal Express Canada Limited
1989 EMPLOYMENT EQUITY REPORT

It is our pleasure to present to the Ministry of Employment and Immigration the Federal Express Canada Ltd. 1989 Employment Equity Report.

The year 1989 was a year of incredible growth for Federal Express Canada. Our 1988 report listed 1,119 employees in box 19 of form one. In 1989 the comparable figure was 1,854.

Some of that growth was the result of four acquisitions in 1989: Yuill Courier, Blue Jay Messenger, Drury's Transfer and Flying Tiger Line. Since these employees were "acquired" they did not pass through our employment equity sensitive recruitment process.

While this is reflected in our national figures on the following pages, we are proud of the gains we have made in Toronto, Montreal, Vancouver, Ontario and Quebec in recruiting and promoting members of the four designated groups. These locations represent over 85% of our national workforce.

The following is a short list of our 1989 employment equity activities which we are continuing and expanding.

1. We have implemented a recruitment centre program with trained recruiters who are familiar with and committed to our employment equity goals.

   A tracking system has been implemented to monitor the number of applicants from the four groups who apply for employment and their success.

2. We have contacted organizations which represent many members of the four groups to provide them with information about job opportunities and requirements.

3. All managers have received training as part of a one week management training program.

4. We are very proud of our job posting system for promotions and lateral transfers. It is perceived by employees to be fair, equitable and objective.

Employment equity is a goal which Federal Express Worldwide takes very seriously. In Canada, we are committed and very proud of our progress to date. We have come a long way, however, we recognize that we have still further to go and look forward to the challenge before us.

0463C

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1985

Location: X National (Canada) Province/Territory Designated DAG

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	70000 and over	4	15	12	3							1		1
	2500	3	65	49	16							1		1
	4999	2	91	57	34							9	5	4
		1	4	1	3									
Professionals	50000	4	1	1										
	34999	3	4	4								1		1
	22500	2	4	2	2							2	1	1
	24999	1												
Semi-professionals and technicians	40000	4	1		1									
	44999	3	2	2										
	17500	2	1		1									
	19999	1	1		1									
Supervisors	35000	4	8	4	4	1	1					1		1
	29999	3	22	4	18							4	1	3
	10000	2	10	4	6							1		1
	12499	1	4		4							2		2
Foreman/women		4												
		3			1									
		2												
		1												

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated Grp

OCCUPATIONAL GROUPS	Top and bottom of salary range	RI	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	4	5	3	2	1	1							
	44999	3	20	5	15				1		1	5	1	4
	10000	2	229	49	180		1		6	1	5	74	11	63
	12499	1	179	31	148				2	1	1	30	3	27
Sales workers	70000 and over	4	2	2										
		3	9	6	3				1		1	1		1
	17500	2	7	4	3									
	19999	1	8	5	3									
Service workers	20000	4	1	1										
	22499	3												
	15000	2												
	17499	1	1	1										
Skilled crafts and trades workers	35000	4	9	8	1									
	39999	3	13	13					1	1				
	25000	2	5	5								1	1	
	27499	1	3	3										
Semi-skilled manual workers	55000	4	4	2	2							1		1
	59999	3	225	216	19	1	1		8	8		15	15	
	2500	2	472	407	65	5	3		4	4		40	33	7
	4999	1	18	15	3	1	1					2	2	
Other manual workers	35000	4	1	1										
	39999	3	5	3	2							1	1	
	7500	2	36	31	5							5	5	
	9999	1	5	5								3	3	
TOTAL NUMBER OF EMPLOYEES			1513	958	555	9	9		22	15	7	159	89	70

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 — Part E — Page 1

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers													
Professionals													
Semi-professionals and technicians													
Supervisors	20000	1		1									
	22499												
	0												
	0												
Foremen/women													

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1999

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	2	1	1									
	39999	3	7	2	5				1		1	2		2
	0	2	50	13	37							4		4
	2499	1	41	6	35							2	2	12
Sales workers		4												
		3		1		1								
		2										1		1
		1												
Service workers	15000	4	1	1										
	17499	3												
	10000	2	2	1	1							1	1	
	12499	1	2	2										
Skilled crafts and trades workers	22500	4	1	1										
	24999	3												
	0	2												
	0	1												
Semi-skilled manual workers	30000	4	6	4	2								1	
	34999	3	46	40	6							3	2	
	7500	2	63	55	8	1	1		1	1		2	2	
	9999	1	10	10										
Other manual workers	20000	4	17	15	2							2	1	1
	22499	3	25	23	2	1	1					1		1
	0	2	15	12	3					1		3	1	2
	2499	1	2	2					1	1		1	1	
TOTAL NUMBER OF EMPLOYEES			291	188	103	2	2		3	2	1	52	27	25

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 2 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANADA LI | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	4	3	1	0	0	0	0	0	0	1	1	0
$10,000-$14,999	39	16	23	0	0	0	1	1	0	11	5	6
$15,000-$17,499	89	19	70	1	1	0	0	0	0	13	1	12
$17,500-$19,999	173	58	115	0	0	0	1	0	1	23	6	17
$20,000-$22,499	194	98	86	0	0	0	3	0	3	29	17	12
$22,500-$24,999	167	96	71	0	0	0	2	1	1	11	7	4
$25,000-$27,499	172	111	61	1	1	0	2	1	1	19	10	9
$27,500-$29,999	166	139	27	3	3	0	0	0	0	18	13	5
$30,000-$34,999	320	266	54	3	3	0	12	11	1	21	17	4
$35,000-$39,999	81	64	17	0	0	0	1	1	0	8	7	1
$40,000-$49,999	77	57	20	1	1	0	0	0	0	3	3	0
$50,000-$69,999	36	26	10	0	0	0	0	0	0	2	2	0
$70,000 >	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1513	958	555	9	9	0	22	15	7	159	89	70

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANADA LI | Industrial Sector: 494 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	2	1	1	0	0	0	1	1	1	0	0	0
$2,500-$4,999	3	1	2	0	0	0	0	1	1	2	1	1
$5,000-$7,499	16	5	11	0	0	0	0	0	0	5	1	4
$7,500-$9,999	32	13	19	0	0	0	0	0	0	15	4	11
$10,000-$12,499	38	19	19	1	1	0	0	0	0	7	3	4
$12,500-$14,999	42	25	17	0	0	0	0	0	0	12	5	7
$15,000-$17,499	48	37	11	1	1	0	0	0	0	4	4	0
$17,500-$19,999	33	26	7	0	0	0	0	2	1	1	1	1
$20,000-$24,999	57	48	9	0	0	0	1	1	0	3	2	1
$25,000-$29,999	17	11	6	0	0	0	1	0	1	1	0	1
$30,000-$39,999	3	2	1	0	0	0	0	2	1	1	1	0
$40,000-$49,999	0	0	0	0	0	0	1	1	0	1	1	0
> $50,000	0	0	0	0	0	0	0	0	0	0	1	1
TOTAL NUMBER OF EMPLOYEES	291	188	103	2	2	0	3	2	1	52	27	25

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SER

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	35	21	14	0	0	0	0	0	0	3	2	1
Professionals	3	2	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	13	7	6	0	0	0	0	0	0	1	1	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	250	45	205	0	0	0	2	1	1	43	6	37
Sales workers	13	9	4	0	0	0	0	0	0	0	0	0
Service workers	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	5	5	0	0	0	0	0	0	0	1	1	0
Semi-skilled manual workers	276	240	36	2	2	0	2	2	0	23	20	3
Other manual workers	42	37	5	0	0	0	0	0	0	8	8	0
TOTAL NUMBER OF EMPLOYEES HIRED	638	367	271	2	2	0	4	3	1	79	38	41

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part 3

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 494 POSTAL & COURIER SER

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	80	16	64	0	0	0	0	0	0	20	3	17
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	9	8	1	0	0	0	0	0	0	3	3	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	111	98	13	1	1	0	0	0	0	4	4	0
Other manual workers	55	51	4	1	1	0	1	1	0	21	20	1
TOTAL NUMBER OF EMPLOYEES HIRED	255	173	82	2	2	0	1	1	0	48	30	18

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Page 3 — Part 4

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1988

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	52	37	15	0	0	0	0	0	0	3	2	1
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	3	2	1	0	0	0	0	0	0	0	0	0
Supervisors	5	0	5	0	0	0	0	0	0	0	0	0
Foreman/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	26	1	25	0	0	0	0	0	0	4	0	4
Sales workers	2	1	1	0	0	0	0	0	0	1	1	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	6	6	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	82	71	11	1	1	0	1	1	0	9	7	2
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	176	118	58	1	1	0	1	1	0	17	10	7
TOTAL NUMBER OF PROMOTIONS	189	127	62	1	1	0	1	1	0	17	10	7

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANADA — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1999

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	1	3	0	0	0	0	0	0	0	0	0
Other manual workers	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	8	2	6	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	9	3	6	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	19	12	7	0	0	0	0	0	0	0	2	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	1
Supervisors	4	2	2	0	0	0	0	0	0	1	1	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	58	8	50	0	0	0	0	0	0	7	1	6
Sales workers	5	4	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	44	37	7	0	0	0	0	0	0	1	1	0
Other manual workers	6	6	0	0	0	0	0	1	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	137	69	68	0	0	0	0	0	0	11	5	6

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 5126 FEDERAL EXPRESS CORP. — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	33	6	27	0	0	0	0	0	0	6	2	4
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	6	6	0	0	0	0	1	1	0	2	2	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	4	1	0	0	0	0	0	0	0	0	0
Other manual workers	8	8	0	0	0	0	0	0	0	4	4	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	52	24	29	0	0	0	1	1	0	12	8	4

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Line of Business: 512b FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 11 QUEBEC Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	65000	2	2										
	69999	6	6										
	15000	13	10	3									
	17499	3		3									
Professionals	40000	1	1										
	44999												
	0												
	0												
Semi-professionals and technicians													
Supervisors	30000	3	1	2	1	1							
	34999												
	25000	1	1										
	27499	2	1	1									
Foremen/women													

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 11 QUEBEC Designated EM

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	7	2	5									
	24999	3	27	7	20							1	1	
	12500	2	41	14	27									
	14999	1	10	2	8									
Sales workers	30000	4	2	2										
	24999	3												
	22500	2	1		1									
	24999	1	3	2	1									
Service workers	20000	4	1	1										
	22499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	35000	4	3	3										
	33999	3	2	2										
	27500	2	1	1										
	29999	1	2	2								1		1
Semi-skilled manual workers	35000	4	30	30										
	33999	3	42	39	3							3	2	1
	27500	2	19	17	2							1	1	
	14999	1	3	2	1									
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			225	149	77	1	1		1		1	6	5	1

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 11 QUEBEC Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers													
ofessionals													
Semi-professionals and technicians													
Supervisors	20000 22499	1		1									
	0 0												
Foreman/women													

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1992

Location: National (Canada) X Province/Territory 11 QUEBEC Designated EMG

OCCUPATIONAL GROUPS	Top and bottom of salary range	(2) (3) (4) (5) (6) (7)	All Employees Total Number	Men	Women	Aboriginal Peoples Total Number	Men	Women	Persons with Disabilities Total Number	Men	Women	Members of Visible Minorities Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	4	2		2									
	29999	3	1		1									
	7500	2	5		5									
	9999	1	8	4	4							1	1	
Sales workers		4												
		3												
		2												
		1												
Service workers	12500	4	1		1									
	14999	3												
	10000	2												
	12499	1	1	1										
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	27500	4	5	4	1									
	29999	3	11	11										
	7500	2	8	8								1	1	
	9999	1	2	2										
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			46	36	10							2	2	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) Province/Territory (specify) 11 QUEBEC — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
$10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	3	2	1	0	0	0	0	0	0	0	0	0
$15,000-$17,499	14	3	11	0	0	0	0	0	0	0	0	0
$17,500-$19,999	31	12	19	0	0	0	1	0	1	0	0	0
$20,000-$22,499	21	9	12	0	0	0	0	0	0	1	1	0
$22,500-$24,999	34	18	16	0	0	0	0	0	0	1	1	0
$25,000-$27,499	30	22	8	0	0	0	0	0	0	2	1	1
$27,500-$29,999	13	11	2	0	0	0	0	0	0	1	1	0
$30,000-$34,999	56	50	6	1	1	0	0	0	0	1	1	0
$35,000-$39,999	11	9	2	0	0	0	0	0	0	0	0	0
$40,000-$49,999	8	8	0	0	0	0	0	0	0	0	0	0
$50,000-$69,999	4	4	0	0	0	0	0	0	0	0	0	0
$70,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	225	149	77	1	1	0	1	0	1	5	5	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part 6

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	4	2	2	0	0	0	0	0	0	0	0	0
$10,000-$12,499	5	4	1	0	0	0	0	0	0	1	1	0
$12,500-$14,999	3	1	2	0	0	0	0	0	0	0	0	0
$15,000-$17,499	12	10	2	0	0	0	0	0	0	1	1	0
$17,500-$19,999	4	3	1	0	0	0	0	0	0	0	0	0
$20,000-$24,999	14	13	1	0	0	0	0	0	0	0	0	0
$25,000-$29,999	8	7	1	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	46	36	10	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 494 POSTAL & COURIER SER

Location: National (Canada) X Province, Territory (specify): 11 QUEBEC | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level Managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other Managers	9	7	2	0	0	0	0	0	0	1	1	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foreman/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	38	14	24	0	0	0	0	0	0	2	0	0
Sales workers	5	3	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	24	21	3	0	0	0	0	0	0	1	1	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	79	48	31	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify): 11 QUEBEC | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	18	11	7	0	0	0	0	0	0	1	1	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	2	1	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	25	23	2	0	0	0	0	0	0	1	1	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	45	35	10	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	3	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	17	17	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	26	20	6	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	26	20	6	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC | Reporting Period: 198

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	1	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	0	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	0	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 5 — Part A

Name of Business: 3126 FEDERAL EXPRESS CANA | Industrial Sector: 434 POSTAL & COURIER SERVICE

Location: National (Canada) & Province/Territory (specify): 11 QUEBEC | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	4	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	12	7	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 11 QUEBEC | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	3	4	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	8	3	5	0	0	0	0	0	0	0	0	0

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 494 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada: 4 Province/Territory: 10 ONTARIO Designated DAs

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	8	8								1	1	
	35000	43	31	12							3	2	1
	49999	29	24	5							1	1	
		2	1	1									
Professionals	40000	3	3								1	1	
	44999	4	2	2							2	1	1
	22500	2		2									
	24999	5	3	2							1		1
Semi-professionals and technicians	40000	1		1									
	44999	3	3										
	17500	1	1										
	19999	1	1										
Supervisors	35000	6	2	4							1	1	
	39999	11	7	4							4	1	3
	10000	9	4	5							1	1	
	12499	3	1	2							2		2
Foremen/women													

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1999

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range (A) (B)	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	40000 (A)	2	1	1									
Clerical workers	44999 (B)	14	3	11				1			5	1	4
	10000 (A)	143	27	116				5	1	4	31	10	21
	12499 (B)	92	13	79				1	1		24	2	22
	70000 (A)	1	1										
Sales workers	and over (B)	5	4	1							1	1	
	25000 (A)	4	2	2									
	27499 (B)	5	4	1									
	15000 (A)	1	1										
rvice workers	17499 (B)												
	0 (A)												
	0 (B)												
	35000 (A)	4	3	1									
Skilled crafts and	39999 (B)	3	3										
trades workers	25000 (A)	1	1								1	1	
	27499 (B)	2	2										
	25000 (A)	4	2	2									
Semi-skilled	29999 (B)	128	118	10				8	8		11	11	
manual workers	2500 (A)	290	248	42	3	3		3	3		28	25	3
	4999 (B)	13	12	1							1	1	
	35000 (A)	1	1										
Other manual	39999 (B)	5	3	2									
workers	7500 (A)	29	25	4							5	5	
	9999 (B)	5	5								3	3	
TOTAL NUMBER OF EMPLOYEES		898	566	332	5	5		15	10	5	130	72	58

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated EA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
ofessionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Type of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	25000	3	1	2							2		2
Clerical workers	27499	2	1	1							1		1
	2500	24	4	20							3		3
	4999	22	4	18							16	2	14
Sales workers													
Service workers													
Skilled crafts and trades workers													
	30000	7	2	1							1	1	
Semi-skilled manual workers	34999	14	13	1							1	1	
	7500	13	11	2									
	9999	4	4										
	20000	10	9	1							1	1	
Other manual workers	22499	23	21	1	1	1					10	10	
	0	15	12	3							5		5
	2499	2	2					1	1		1	1	
TOTAL NUMBER OF EMPLOYEES		134	84	50	1	1		1	1		44	19	25

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Page 1 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1988

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	4	3	1	0	0	0	0	0	0	1	1	0
$10,000-$14,999	26	14	12	0	0	0	1	1	0	9	5	4
$15,000-$17,499	48	12	36	1	1	0	0	0	0	11	1	10
$17,500-$19,999	99	32	67	0	0	0	0	0	0	19	4	15
$20,000-$22,499	102	43	59	0	0	0	3	0	3	25	14	11
$22,500-$24,999	96	59	37	0	0	0	1	1	0	9	6	3
$25,000-$27,499	101	65	36	1	1	0	2	1	1	13	6	7
$27,500-$29,999	125	105	20	1	1	0	0	0	0	14	10	4
$30,000-$34,999	169	136	33	1	1	0	7	6	1	24	17	7
$35,000-$39,999	49	38	11	0	0	0	2	1	0	6	5	1
$40,000-$49,999	50	35	15	1	1	0	0	0	0	3	3	0
$50,000-$69,999	26	21	5	0	0	0	0	0	0	2	2	0
$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	898	566	332	5	5	0	15	10	5	130	72	58

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 1 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1994

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	1	1	0	0	0	0	1	1	0	0	0	0
$2,500-$4,999	2	1	1	0	0	0	0	0	0	2	1	1
$5,000-$7,499	12	5	7	0	0	0	0	0	0	6	2	4
$7,500-$9,999	26	11	15	0	0	0	0	0	0	15	4	11
$10,000-$12,499	24	13	11	1	1	0	0	0	0	6	2	4
$12,500-$14,999	25	17	8	0	0	0	0	0	0	10	7	3
$15,000-$17,499	16	13	3	0	0	0	0	0	0	2	2	0
$17,500-$19,999	6	5	1	0	0	0	0	0	0	0	0	0
$20,000-$24,999	15	13	2	0	0	0	0	0	0	1	0	1
$25,000-$29,999	6	4	2	0	0	0	0	0	0	1	0	1
$30,000-$39,999	1	1	0	0	0	0	0	0	0	1	1	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	134	84	50	1	1	0	1	1	0	44	19	25

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part 4

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	18	8	10	0	0	0	0	0	0	2	1	1
Professionals	3	2	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	10	6	4	0	0	0	0	0	0	1	1	0
Foreman/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	144	21	123	0	0	0	2	1	1	37	4	33
Sales workers	6	5	1	0	0	0	0	0	0	0	0	0
Service workers	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	2	2	0	0	0	0	0	0	0	1	1	0
Semi-skilled manual workers	163	139	24	2	2	0	2	2	0	18	15	3
Other manual workers	34	30	4	0	0	0	0	0	0	3	3	0
TOTAL NUMBER OF EMPLOYEES HIRED	381	214	167	2	2	0	4	3	1	67	31	36

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Page 4 — Part B

Name of Business: 3126 FEDERAL EXPRESS CANA | Industrial Sector: 424 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	35	5	30	0	0	0	0	0	0	18	2	16
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	3	3	0	0	0	0	0	0	0	2	2	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27	24	3	0	0	0	1	0	0	1	1	0
Other manual workers	46	43	3	1	1	0	1	1	0	19	18	1
TOTAL NUMBER OF EMPLOYEES HIRED	111	75	36	1	1	0	1	1	0	40	23	17

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part 4

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	32	23	9	0	0	0	0	0	0	1	1	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors	4	0	4	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	15	0	15	0	0	0	0	0	0	4	0	4
Sales workers	1	1	0	0	0	0	0	0	0	1	1	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	3	3	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27	20	7	1	1	0	1	1	0	8	7	1
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	84	59	35	1	1	0	1	1	0	14	9	5
TOTAL NUMBER OF PROMOTIONS	104	65	39	1	1	0	1	1	0	14	9	5

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify): 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	0	1	0	0	0	0	0	0	1	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	1	1	0	0	0	0	0	0	1	0	0
TOTAL NUMBER OF PROMOTIONS	2	1	1	0	0	0	0	0	0	1	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 TRUCK & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	10	7	3	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	2	2	0	0	0	0	0	0	1	1	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	39	6	33	0	0	0	0	0	0	3	0	3
Sales workers	4	3	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	32	27	5	0	0	0	0	0	0	1	1	0
Other manual workers	4	4	0	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	93	49	44	0	0	0	0	0	0	7	4	5

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	19	3	16	0	0	0	0	0	0	5	2	3
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	4	4	0	0	0	0	0	0	0	2	2	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	7	7	0	0	0	0	0	0	0	4	4	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	30	14	16	0	0	0	0	0	0	11	8	3

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	50000	4	2	1	1									
	54999	3	2	2										
	30000	2	1		1									
	34999	1	6	5	1									
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	30000	4	2	1	1									
	34999	3	1		1									
	12500	2	1		1									
	14999	1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	1	1										
	39999	3	2	1	1									
	12500	2	8	2	6									
	14999	1	7		7									
Sales workers	22500	4	1		1									
	24999	3												
	0	2												
	0	1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	30000	4	1	1										
	34999	3	1	1										
	25000	2												
	27499	1	1	1										
Semi-skilled manual workers	35000	4	29	23	6	1	1		1	1		2	2	
	39999	3	6	5	1									
	15000	2	9	3	6									
	17499	1	2	1	1									
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			84	48	36	1	1		1	1		2	2	

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1995

Location: National (Canada) X Province/Territory 18 ALBERTA Designated DMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foremen/women	4												
	3												
	2												
	1												

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	1		1									
	39999	3	1		1				1		1			
	0	2	6		6									
	2499	1	6		6									
Sales workers		4												
		3												
		2												
		1												
ervice workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	22500	4	1	1										
	24999	3												
	0	2												
	0	1												
Semi-skilled manual workers	27500	4	3	2	1									
	29999	3	8	7	1							1		1
	12500	2	8	8										
	14999	1	8	7	1							1	1	
Other manual workers	17500	4	1		1									
	19999	3												
	0	2												
	0	1												
TOTAL NUMBER OF EMPLOYEES			43	25	19				1		1	2	2	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	2	0	2	0	0	0	0	0	0	0	0	0
$15,000-$17,499	3	0	3	0	0	0	0	0	0	0	0	0
$17,500-$19,999	4	0	4	0	0	0	0	0	0	0	0	0
$20,000-$22,499	7	3	4	0	0	0	0	0	0	0	0	0
$22,500-$24,999	9	1	8	0	0	0	0	0	0	0	0	0
$25,000-$27,499	8	4	4	0	0	0	0	0	0	0	0	0
$27,500-$29,999	4	3	1	0	0	0	0	0	0	0	0	0
$30,000-$34,999	35	27	8	1	1	0	1	1	0	1	1	0
$35,000-$39,999	7	7	0	0	0	0	0	0	0	1	1	0
$40,000-$49,999	4	3	1	0	0	0	0	0	0	0	0	1
$50,000-$69,999	1	0	1	0	0	0	0	0	0	0	0	0
$70,000 >	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL NUMBER OF EMPLOYEES	84	48	36	1	1	0	1	1	0	2	2	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	1	0	1	0	0	0	0	0	0	0	0	0
$2,500-$4,999	1	0	1	0	0	0	0	0	0	0	0	0
$5,000-$7,499	3	0	3	0	0	0	0	0	0	0	0	0
$7,500-$9,999	1	0	1	0	0	0	0	0	0	0	0	0
$10,000-$12,499	1	0	1	0	0	0	0	0	0	0	0	0
$12,500-$14,999	4	1	3	0	0	0	0	0	0	0	0	0
$15,000-$17,499	5	3	2	0	0	0	0	0	0	0	0	0
$17,500-$19,999	9	7	2	0	0	0	0	0	0	1	1	0
$20,000-$24,999	14	13	1	0	0	0	0	0	0	1	1	0
$25,000-$29,999	3	1	2	0	0	0	1	0	1	0	0	0
$30,000-$39,999	1	0	1	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	43	25	18	0	0	0	1	0	1	2	2	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	1	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	0	7	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	9	5	4	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	21	7	14	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA — Reporting Period: 1999

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	13	0	13	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	26	24	2	0	0	0	0	0	0	2	2	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	40	25	15	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1988

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	4	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	3	3	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	3	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	13	10	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	14	11	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 9 Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 494 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	1	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	2	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SERVIC

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	1	2	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreperson/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	0	6	0	0	0	0	0	0	0	0	0
Sales workers	1	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	10	1	9	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part 2

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) / Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreperson/woman	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	0	5	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	3	3	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	9	4	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Page 1 — Part 4 — Page 1

Name of Business: 512a FEDERAL EXPRESS CANA | Industrial Sector: 494 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 19 BRITISH COLUMBIA — Designated Area

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	5	2	3									
	25000	9	6	3									
	27499	10	5	5							2	1	1
Professionals	50000	1	1										
	54999												
	0												
	0												
Semi-professionals and technicians	27500	1		1									
	29999												
	0												
	0												
Supervisors	30000	1	1										
	34999	1		1									
	27500												
	29999	1	1										
Foremen/women													

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary ranges		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	4	2	1	1									
	44999	3	1	1										
	30000	2	24	4	20				1		1	1		1
	12499	1	37	5	32							7	1	6
Sales workers	40000	4	1	1										
	44999	3												
	35000	2	1		1									
	39999	1	1		1									
rvice workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	30000	4	1	1										
	34999	3												
	20000	2	1	1					1	1				
	24999	1	2	2										
Semi-skilled manual workers	35000	4	6	6								1	1	
	39999	3	47	40	7	2	1	1	3	3		4	3	1
	25000	2	95	18	7							3	2	1
	27499	1	7	6	1							2	2	
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			178	99	79	2	1	1	5	4	1	20	10	10

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers													
ofessionals													
Semi-professionals and technicians													
Supervisors													
Foreman/women													

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) X Province/Territory 15 BRITISH COLUMBIA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	10000	4	4		4									
	12499	3	1		1									
	5000	2												
	7499	1	1		1									
Sales workers		4												
		3												
		2												
		1												
rvice workers	15000	4	1	1										
	17499	3												
	10000	2												
	12499	1	1	1										
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	27500	4	4	3	1									
	29999	3	2	1	1							1		1
	15000	2	3	3										
	17499	1	10	6	4	1	1							
Other manual workers	15000	4	2	2										
	17499	3	3	3										1
	12500	2	1		1									
	14999	1	2	2								1		1
TOTAL NUMBER OF EMPLOYEES			35	22	13	1	1					3	3	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 15 BRITISH COLUMBIA — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
$10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	5	0	5	0	0	0	0	0	0	2	0	2
$15,000-$17,499	16	3	13	0	0	0	0	0	0	2	0	2
$17,500-$19,999	22	4	18	0	0	0	0	0	0	4	2	2
$20,000-$22,499	16	8	8	0	0	0	0	0	0	3	2	1
$22,500-$24,999	17	8	9	0	0	0	1	0	1	1	0	1
$25,000-$27,499	19	10	9	0	0	0	0	0	0	1	1	0
$27,500-$29,999	20	16	4	2	2	0	0	0	0	3	2	1
$30,000-$34,999	38	33	5	0	0	0	4	4	0	3	2	1
$35,000-$39,999	8	6	2	0	0	0	0	0	0	1	1	0
$40,000-$49,999	11	8	3	0	0	0	0	0	0	0	0	0
$50,000-$69,999	4	1	3	0	0	0	0	0	0	0	0	0
$70,000 +	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	178	99	79	2	2	0	5	4	1	20	10	10

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANADA LI — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada)X Province/Territory (specify) 15 BRITISH COLUMBIA — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	1	0	1	0	0	0	0	0	0	0	0	0
$7,500-$9,999	1	0	1	0	0	0	0	0	0	0	0	0
$10,000-$12,499	5	1	4	0	0	0	0	0	0	0	0	0
$12,500-$14,999	3	2	1	0	0	0	0	0	0	1	1	0
$15,000-$17,499	11	9	2	1	1	0	0	0	0	1	1	0
$17,500-$19,999	7	5	2	0	0	0	0	0	0	0	0	0
$20,000-$24,999	3	2	1	0	0	0	0	0	0	1	1	0
$25,000-$29,999	4	3	1	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	35	22	13	1	1	0	0	0	0	3	3	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	1	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	45	9	36	0	0	0	0	0	0	6	2	4
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	25	20	5	0	0	0	0	0	0	4	3	1
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	72	30	42	0	0	0	0	0	0	10	5	5

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED Form 4 Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SER

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	0	7	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	2	2	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	13	9	4	1	1	0	0	0	0	0	0	0
Other manual workers	9	7	1	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES HIRED	30	18	12	1	1	0	0	0	0	3	2	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part 4

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 494 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	8	5	3	0	0	0	0	0	0	2	1	1
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	1	5	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	15	12	3	0	0	0	0	0	0	1	0	1
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	30	18	12	0	0	0	0	0	0	3	1	2
TOTAL NUMBER OF PROMOTIONS	31	19	12	0	0	0	0	0	0	3	1	2

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	0	2	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	0	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	0	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 484 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	1	2	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foreman/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	8	2	6	0	0	0	0	0	0	2	1	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	5	1	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	17	8	9	0	0	0	0	0	0	2	1	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Part 6 — Part 8

Name of Business: 5126 FEDERAL EXPRESS CANA — Industrial Sector: 434 POSTAL & COURIER SERVICE

Location: National (Canada) X Province/Territory (specify) 15 BRITISH COLUMBIA — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	3	1	2	0	0	0	0	0	0	1	0	1

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1985

Location: National (Canada) Province/Territory (Designated CMA 04 MONTREAL

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ/AU/TR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers	65000	4	2	2										
	69999	3	6	6										
	15000	2	12	9	3							1	1	
	17499	1	3		3									
Professionals	40000	4	1	1										
	44999	3												
	0	2												
	0	1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	30000	4	3	1	2	1	1							
	34999	3												
	25000	2	1	1										
	27499	1	2	1	1									
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory * Designated CMA 04 MONTREAL

OCCUPATIONAL GROUPS	Top and bottom of salary range	LAST ROW	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	7	2	5									
	24999	3	27	7	20							1	1	
	12500	2	40	14	26				1		1			
	14999	1	10	2	8									
Sales workers	30000	4	2	2										
	24999	3												
	22500	2	1		1									
	24999	1	3	2	1									
vice workers	20000	4	1	1										
	22499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	35000	4	3	3										
	39999	3	2	2										
	27500	2	1	1										
	29999	1	2	2								1	1	
Semi-skilled manual workers	35000	4	28	28										
	39999	3	38	35	3							2	1	1
	12500	2	17	15	2							1	1	
	14999	1	3	2	1									
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			215	139	76	1	1		1		1	6	5	1

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 04 MONTREAL

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3	1		1									
		2												
		1												
ofessionals		4												
		3												
		2	1		1									
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	20000	4	1		1									
	22499	3												
	0	2												
	0	1												
Foreman/women		4												
		3												
		2												
		1												

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1988

Location: National (Canada) Province/Territory X Designated CMA 04 MONTREAL

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	27500	2	2										
	29999	1	1										
	7500	9	5	3									
	9999	8	4	4							1	1	
Sales workers													
Service workers	12500	1		1									
	14999												
	10000												
	12499	1	1										
Skilled crafts and trades workers													
Semi-skilled manual workers	27500	5	4	1									
	29999	11	11										
	7500	6	6								1	1	
	9999	2	2										
Other manual workers													
TOTAL NUMBER OF EMPLOYEES		46	36	10							2	2	

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) Province/Territory (Designated CMA 48 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	(2) (A) (R) (T) All Employees Total Number	Men	Women	Aboriginal Peoples Total Number	Men	Women	Persons with Disabilities Total Number	Men	Women	Members of Visible Minorities Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		(4)											
		(3)											
		(2)											
		(1)											
Middle or other managers	70000 and over	(4) 5	5								1	1	
	30000	(3) 11	10	1									
	22499	(2) 51	34	17							4	4	
		(1) 18	5	13							2	1	1
Professionals	40000	(4) 3	3								1	1	
	44999	(3) 4	2	2							2	1	1
	32500	(2)											
	26999	(1) 3	2	1							1		1
Semi-professionals and technicians	40000	(4) 1		1									
	44999	(3) 2	2										
	37500	(2)											
	19999	(1) 1		1									
Supervisors	35000	(4) 3	2	1							1	1	
	35999	(3) 11	1	10							4	1	3
	10000	(2) 9	4	5							2		2
	12499	(1) 3		3									
Foreman/woman		(4)											
		(3)											
		(2)											
		(1)											

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 494 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) Province/Territory A Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	11	2	9				1		1	4	1	3
	39999	3	39	6	33							7		7
	10000	2	137	26	111				3	1	2	36	10	26
	12499	1	39	6	33				1	1		13	2	11
Sales workers	70000 and over	4	1	1										
		3	5	4	1							1	1	
	25000	2	4	2	2									
	27499	1	4	3	1									
rvice workers		4												
		3												
		2												
		1												
Skilled crafts and	35000	4	4	3	1									
	39999	3	3	2										
traces workers	25000	2	1	1								1	1	
	27499	1	2	2										
	55000	4	2	1	1									
Semi-skilled	39999	3	96	30	6				3	3		11	11	
manual workers	25000	2	223	188	35	2	2		2	2		27	24	3
	4999	1	9	8	1	1	1					1	1	
Other manual	35000	4	1	1										
	39999	3	3	1	2							1	1	
workers	7500	2	28	24	4							5	5	
	9999	1	8	5								3	3	
TOTAL NUMBER OF EMPLOYEES			732	437	295	3	3		10	7	3	129	71	58

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	4												
	3												
	2												
	1												
Middle or other managers	4												
	3												
	2												
	1												
Professionals	4												
	3												
	2												
	1												
Semi-professionals and technicians	4												
	3												
	2												
	1												
Supervisors	4												
	3												
	2												
	1												
Foreman/women	4												
	3												
	2												
	1												

Name of Business: 5126 FEDERAL EXPRESS CANA Industrial Sector: 484 POSTAL & COURIER SERVICE Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	25000	3	1	2							2		2
	27499	2	1	1									
	2500	20	2	18							8		8
	4999	20	4	16							15	2	13
Sales workers													
Service workers													
Skilled crafts and trades workers													
Semi-skilled manual workers	20000	3	2	1									
	22499	2	2										
	7500	3	2	1							1		1
	9999	2	2										
Other manual workers	20000	9	8	1							1		1
	22499	30	19	11	1	1					20	10	10
	0	14	11	3					1		5	4	1
	2499	2	2								1	1	
TOTAL NUMBER OF EMPLOYEES		100	57	43	1	1			1		42	18	24

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 07 VANCOUVER

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers													
Middle or other managers	70000 and over	5	2	3									
	25000 27499	8 10	5 5	3 5							2	1	1
Professionals	50000 54999	1	1										
	0 0												
Semi-professionals and technicians	27500 29999	1		1									
	0 0												
Supervisors	30000 34999	1	1										
	27500 29999	1		1									
Foremen/women													

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 07 VANCOUVER

OCCUPATIONAL GROUPS	Top and bottom of salary range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	1		1									
	44999	1	1								1		1
	10000	23	4	19				1		1	1		1
	12499	36	4	32							7	1	6
Sales workers	40000	1	1										
	44999												
	35000												
	39999	1		1									
Service workers													
Skilled crafts and trades workers	30000	1	1										
	34999												
	30000	1	1					1	1				
	34999	2	2										
Semi-skilled manual workers	35000	4	4								1	1	
	39999	42	39	3	2	2		3	3		4	3	1
	15000	23	17	6							3	2	1
	17499	6	5	1							2	2	
Other manual workers													
TOTAL NUMBER OF EMPLOYEES		170	93	77	2	2		5	4	1	20	10	10

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 07 VANCOUVER

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 5126 FEDERAL EXPRESS CANA | Industrial Sector: 484 POSTAL & COURIER SERVICE | Reporting Period: 1999

Location: National (Canada) Province/Territory X Designated CMA 07 VANCOUVER

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	10000	4	4		4									
	12499	3	1		1									
	5000	2												
	7499	1	1		1									
Sales workers		4												
		3												
		2												
		1												
Service workers	15000	4	1	1										
	17499	3												
	10000	2												
	12499	1	1	1										
Skilled crafts and trades workers		4												
		3												
		2		1										
		1												
Semi-skilled manual workers	27500	4	3	3										
	29999	3	2	1	1							1	1	
	15000	2	3	3										
	17499	1	10	6	4	1	1							
Other manual workers	15000	4	2	2										
	17499	3	3	3								1	1	
	12500	2	1		1									
	14999	1	2	2								1	1	
TOTAL NUMBER OF EMPLOYEES			34	22	12	1	1					3	3	

Government Publications

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**FIELD AVIATION
COMPANY LIMITED**

5127

Canada

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	FIELD AVIATION COMPANY LIMITED	FIELD AVIATION
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS: 300 - 4230 SHERWOODTOWNE BLVD, MISSISSAUGA, ONTARIO L4Z 2G6	MAILING ADDRESS: SAME AS FOREGOING
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER: G.D. TEELE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY: JEANIE I. BALDWIN
POSITION	POSITION TITLE: PRESIDENT	POSITION TITLE: COMPANY SECRETARY; AREA CODE TELEPHONE NUMBE: 416 | 566 - 5400

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

	NO. OF EMPLOYEES
INDUSTRIAL SECTOR 1: SERVICE TO AIR TRANSPO	612
INDUSTRIAL SECTOR 2	0
INDUSTRIAL SECTOR 3	0
INDUSTRIAL SECTOR 4	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
546	12	7

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	362	ONT.	226
EDMONTON	4	QUE.	7
HALIFAX	3	N.S.	3
MONTREAL	7	N.B.	0
REGINA	0	MAN.	4
TORONTO	147	B.C.	6
VANCOUVER	6	P.E.I.	0
WINNIPEG	4	SASK.	0
		ALTA.	366
		NFLD	0
		YKN	0
		N.W.T.	0

TOTAL EMPLOYEES IN CANADA: 612

CERTIFICATION OF ACCURACY

I, (Name) JEANIE IRVINE BALDWIN, HEREBY CERTIFY ON BEHALF OF (Name of Employer) FIELD AVIATION COMPANY LIMITED, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORAT SEAL

Note: As the result of an asset purchase of Field Aviation Company Limited by Field Aviation Company Inc. as of 11th April 1990, report for 1990 will be filed by Field Aviation Company Inc.

DATED as of 31st December 1989 SIGNATURE Jeanie I. Baldwin

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3												
		2	3	3										
		1	6	6										
Middle or other managers	70000 and over	4	3	3										
		3	6	6										
	27500	2	15	15										
	29999	1	11	8	3							1	1	
Professionals	60000 and 64999	4	1	1										
		3												
	0	2												
	0	1												
Semi-professionals and technicians	60000 and 64999	4	1	1										
		3	1	1										
	20000	2	4	4										
	22499	1	8	8										
Supervisors	60000 and 64999	4	2	2										
		3	2	2										
	25000	2	1		1									
	27499	1	1		1									
Foremen/women	40000 and 44999	4	9	9								1	1	
		3	8	8								2	2	
	22500	2	1	1										
	24999	1	1		1									

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QAUR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1	T	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	4	3	1									
	39999	3	15	7	8									
	12500	2	32	7	25							3		3
	14999	1	21		21				1		1			
Sales workers	65000	4	2	2										
	69999	3	4	4										
	25000	2	6	6										
	27499	1	4	4										
Service workers	20000	4	3		3									
	22499	3												
	15000	2	1		1									
	17499	1	1		1									
Skilled crafts and trades workers	45000	4	4	4										
	49999	3	97	97					1	1		8	8	
	20000	2	159	155	4	1	1					12	11	1
	22499	1	54	51	3							8	5	3
Semi-skilled manual workers	35000	4	4	4										
	39999	3	13	13										
	20000	2	6	6										
	22499	1	2	2										
Other manual workers	30000	4	5	5										
	34999	3	6	6								1	1	
	20000	2	2	2										
	22499	1	16	16										
TOTAL NUMBER OF EMPLOYEES			546	473	73	1	1		2	1	1	36	29	7

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: X National (Canada) Province/Territory . Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/U/A/R/T	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	15000	4	1		1									
	17499	3												
	12500	2												
	14999	1	1		1									
Sales workers		4												
		3												
		2												
		1												
Service workers	15000	4	1	1								1	1	
	17499	3												
	7500	2												
	9999	1	5		5									
Skilled crafts and trades workers	30000	4	1	1										
	34999	3												
	0	2												
	0	1												
Semi-skilled manual workers	27500	4	1	1										
	29999	3												
	17500	2	1	1										
	19999	1	1	1										
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			12	5	7							1	1	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	3	0	3	0	0	0	0	0	0	0	0	0
$15,000-$17,499	7	0	7	0	0	0	1	0	1	0	0	0
$17,500-$19,999	16	2	14	0	0	0	0	0	0	0	0	0
$20,000-$22,499	44	30	14	0	0	0	0	0	0	5	3	2
$22,500-$24,999	47	36	11	0	0	0	0	0	0	5	2	3
$25,000-$27,499	28	19	9	0	0	0	0	0	0	1	0	1
$27,500-$29,999	56	53	3	1	1	0	0	0	0	5	5	0
$30,000-$34,999	159	149	10	0	0	0	0	0	0	9	8	1
$35,000-$39,999	119	117	2	0	0	0	1	1	0	9	9	0
$40,000-$49,999	35	35	0	0	0	0	0	0	0	2	2	0
$50,000-$69,999	21	21	0	0	0	0	0	0	0	0	0	0
$70,000 >	11	11	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	546	473	73	1	1	0	2	1	1	36	29	7

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	3	0	3	0	0	0	0	0	0	0	0	0
$10,000-$12,499	2	0	2	0	0	0	0	0	0	0	0	0
$12,500-$14,999	1	0	1	0	0	0	0	0	0	0	0	0
$15,000-$17,499	2	1	1	0	0	0	0	0	0	1	1	0
$17,500-$19,999	1	1	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	1	1	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	1	1	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	1	1	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	12	5	7	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	6	6	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	32	7	25	0	0	0	1	0	1	2	0	2
Sales workers	6	5	1	0	0	0	0	0	0	0	0	0
Service workers	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	131	130	1	0	0	0	0	0	0	17	16	1
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	23	23	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	207	179	28	0	0	0	1	0	1	19	16	3

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED Form 4 Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	6	3	3	0	0	0	0	0	0	3	3	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	11	6	5	0	0	0	0	0	0	3	3	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	5	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	5	5	0	0	0	0	0	0	0	2	2	0
Clerical workers	4	3	1	0	0	0	0	0	0	0	0	0
Sales workers	3	2	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	19	17	2	0	0	0	1	1	0	2	2	0
TOTAL NUMBER OF PROMOTIONS	20	17	3	0	0	0	1	1	0	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	16	16	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	1	3	0	0	0	0	0	0	0	0	0
Foremen/women	3	3	0	0	0	0	0	0	0	0	0	0
Clerical workers	40	11	29	0	0	0	0	0	0	0	0	0
Sales workers	19	14	5	0	0	0	0	0	0	0	0	0
Service workers	3	0	3	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	50	48	2	0	0	0	0	0	0	6	6	0
Semi-skilled manual workers	9	9	0	0	0	0	0	0	0	0	0	0
Other manual workers	12	12	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	158	116	42	0	0	0	0	0	0	6	6	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	7	3	4	0	0	0	0	0	0	2	2	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	10	4	6	0	0	0	0	0	0	2	2	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QAU RT	All Employees Total Number	Men	Women	Aboriginal Peoples Total Number	Men	Women	Persons with Disabilities Total Number	Men	Women	Members of Visible Minorities Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4 3	1	1										
	70000 and over	2 1	1 5	1 5										
Middle or other managers	70000 and over	4 3	3	3										
	27500	2	7	7										
	29999	1	5	4	1							1	1	
Professionals	60000	4	1	1										
	64999	3												
	0	2												
	0	1												
Semi-professionals and technicians	60000	4	1	1										
	64999	3	1	1										
	22500	2	1	1										
	24999	1	2	2										
Supervisors	60000	4	2	2										
	64999	3	1	1										
	35000	2	1	1										
	39999	1	1		1									
Foremen/women	35000	4	2	2										
	39999	3												
	22500	2												
	24999	1	1		1									

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QAUR/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	3		3									
	34999	3	6	1	5									
	15000	2	10	1	9							1		1
	17499	1	11	1	10							2		2
Sales workers	65000	4	2	2										
	69999	3	3	3										
	25000	2	1	1										
	27499	1	3	3										
Service workers	20000	4	3		3									
	22499	3												
	17500	2												
	19999	1	1		1									
Skilled crafts and trades workers	45000	4	4	4										
	49999	3	10	10								3	3	
	22500	2	70	68	2							3	3	
	24999	1	22	21	1	1	1					2	1	1
Semi-skilled manual workers	30000	4	3	3										
	34999	3	4	4										
	30000	2												
	34999	1	6	6										
Other manual workers	30000	4	2	2										
	34999	3	3	3										
	22500	2	2	2										
	24999	1	4	4										
TOTAL NUMBER OF EMPLOYEES			212	175	37	1	1					12	8	4

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUARTER	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/A/R/T	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	15000	4	1		1									
	17499	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers	10000	4	2		2									
	12499	3												
	7500	2												
	9999	1	3		3									
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			6		6									

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	7	0	7	0	0	0	0	0	0	0	0	0
$20,000-$22,499	10	2	8	0	0	0	0	0	0	2	0	2
$22,500-$24,999	13	6	7	0	0	0	0	0	0	2	1	1
$25,000-$27,499	15	9	6	0	0	0	0	0	0	1	0	1
$27,500-$29,999	22	21	1	1	1	0	0	0	0	0	0	0
$30,000-$34,999	87	82	5	0	0	0	0	0	0	2	2	0
$35,000-$39,999	17	15	2	0	0	0	0	0	0	4	4	0
$40,000-$49,999	15	15	0	0	0	0	0	0	0	1	1	0
$50,000-$69,999	17	17	0	0	0	0	0	0	0	0	0	0
$70,000 >	8	8	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	212	175	37	1	1	0	0	0	0	12	8	4

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	3	0	3	0	0	0	0	0	0	0	0	0
$10,000-$12,499	2	0	2	0	0	0	0	0	0	0	0	0
$12,500-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	6	0	6	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	14	2	12	0	0	0	0	0	0	2	0	2
Sales workers	3	3	0	0	0	0	0	0	0	0	0	0
Service workers	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	29	28	1	0	0	0	0	0	0	6	5	1
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	55	41	14	0	0	0	0	0	0	8	5	3

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	3	0	3	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	3	0	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	6	6	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	10	1	9	0	0	0	0	0	0	0	0	0
Sales workers	3	2	1	0	0	0	0	0	0	0	0	0
Service workers	3	0	3	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	16	15	1	0	0	0	0	0	0	3	3	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	44	30	14	0	0	0	0	0	0	3	3	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	3	0	3	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	3	0	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	OAUR T	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	2	2										
		3												
	70000 and over	2												
		1	1	1										
Middle or other managers	55000	4	3	3										
	59999	3	4	4										
	30000	2	5	5										
	34999	1	5	3	2									
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	35000	4	2	2										
	39999	3	2	2										
	20000	2	1	1										
	22499	1	4	4										
Supervisors	25000	4	1		1									
	27499	3												
	0	2												
	0	1												
Foremen/women	40000	4	3	3										
	44999	3	11	11								2	2	
	27500	2	1	1								1	1	
	29999	1	1	1										

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	35000	4	3	3										
	39999	3	10	6	4									
	12500	2	15	5	10									
	14999	1	14		14				1		1			
Sales workers	50000	4	1	1										
	54999	3												
	27500	2	3	3										
	29999	1	1	1										
Service workers	15000	4	1		1									
	17499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	35000	4	102	102					1	1		4	4	
	39999	3	43	41	2							6	5	1
	20000	2	25	25								4	4	
	22499	1	38	36	2							6	4	2
Semi-skilled manual workers	35000	4	1	1										
	39999	3	3	3										
	20000	2	6	6										
	22499	1	2	2										
Other manual workers	30000	4	5	5								1	1	
	34999	3												
	20000	2	2	2										
	22499	1	11	11										
TOTAL NUMBER OF EMPLOYEES			332	296	36				2	1	1	24	21	3

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/TOT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) X Province/Territory 18 ALBERTA Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/A/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	12500	4	1		1									
	14999	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers	15000	4	1		1							1		1
	17499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	30000	4	1		1									
	34999	3												
	0	2												
	0	1												
Semi-skilled manual workers	27500	4	1		1									
	29999	3												
	17500	2	1		1									
	19999	1	1		1									
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			6	5	1							1	1	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	3	0	3	0	0	0	0	0	0	0	0	0
$15,000-$17,499	6	0	6	0	0	0	1	0	1	0	0	0
$17,500-$19,999	9	2	7	0	0	0	0	0	0	0	0	0
$20,000-$22,499	34	28	6	0	0	0	0	0	0	3	3	0
$22,500-$24,999	34	30	4	0	0	0	0	0	0	3	1	2
$25,000-$27,499	13	10	3	0	0	0	0	0	0	0	0	0
$27,500-$29,999	34	32	2	0	0	0	0	0	0	5	5	0
$30,000-$34,999	72	67	5	0	0	0	0	0	0	7	6	1
$35,000-$39,999	102	102	0	0	0	0	1	1	0	5	5	0
$40,000-$49,999	18	18	0	0	0	0	0	0	0	1	1	0
$50,000-$69,999	4	4	0	0	0	0	0	0	0	0	0	0
$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	332	296	36	0	0	0	2	1	1	24	21	3

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005127 FIELD AVIATION COMPANY LI | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada)X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	1	0	1	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	1	0	0	0	0	0	0	0	1	1	0
$17,500-$19,999	1	1	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	1	1	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	1	1	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	1	1	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	6	5	1	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	5	5	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	18	5	13	0	0	0	1	0	1	0	0	0
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	102	102	0	0	0	0	0	0	0	11	11	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	20	20	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	151	138	13	0	0	0	1	0	1	11	11	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANS

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	3	3	0	0	0	0	0	0	0	3	3	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	8	6	2	0	0	0	0	0	0	3	3	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	4	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	5	5	0	0	0	0	0	0	0	2	2	0
Clerical workers	4	3	1	0	0	0	0	0	0	0	0	0
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	17	16	1	0	0	0	1	1	0	2	2	0
TOTAL NUMBER OF PROMOTIONS	17	16	1	0	0	0	1	1	0	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 5 Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	5	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	1	3	0	0	0	0	0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	26	9	17	0	0	0	0	0	0	0	0	0
Sales workers	6	5	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	34	33	1	0	0	0	0	0	0	3	3	0
Semi-skilled manual workers	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	10	10	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	95	73	22	0	0	0	0	0	0	3	3	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO

Location: National (Canada) X Province/Territory (specify) 18 ALBERTA | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	4	3	1	0	0	0	0	0	0	2	2	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	7	4	3	0	0	0	0	0	0	2	2	0

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/U/A/R/T	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3												
	70000 and over	2	1	1										
		1	5	5										
Middle or other managers	70000 and over	4	3	3										
		3	3	3										
	27500	2	7	7										
	29999	1	3	2	1							1	1	
Professionals	60000	4	1	1										
	64999	3												
	0	2												
	0	1												
Semi-professionals and technicians	60000	4	1	1										
	64999	3	1	1										
	22500	2	1	1										
	24999	1	2	2										
Supervisors	60000	4	2	2										
	64999	3	1	1										
	35000	2	1	1										
	39999	1	1		1									
Foremen/women	22500	4	1		1									
	24999	3												
	0	2												
	0	1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	3		3									
	34999	3	6	1	5									
	15000	2	9	1	8							1		1
	17499	1	10	1	9							2		2
Sales workers	65000	4	2	2										
	69999	3	3	3										
	25000	2	1	1										
	27499	1	3	3										
Service workers	20000	4	3		3									
	22499	3												
	17500	2												
	19999	1	1		1									
Skilled crafts and trades workers	45000	4	4	4										
	49999	3	10	10								3	3	
	22500	2	18	17	1							3	3	
	24999	1	9	8	1							2	1	1
Semi-skilled manual workers	30000	4	3	3										
	34999	3	4	4										
	30000	2												
	34999	1	6	6										
Other manual workers	27500	4	2	2										
	29999	3												
	22500	2	1	1										
	24999	1	1	1										
TOTAL NUMBER OF EMPLOYEES			134	100	34							12	8	4

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees: Total Number	All Employees: Men	All Employees: Women	Aboriginal Peoples: Total Number	Aboriginal Peoples: Men	Aboriginal Peoples: Women	Persons with Disabilities: Total Number	Persons with Disabilities: Men	Persons with Disabilities: Women	Members of Visible Minorities: Total Number	Members of Visible Minorities: Men	Members of Visible Minorities: Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/A/R/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4												
		3												
		2												
		1												
Sales workers		4												
		3												
		2												
		1												
Service workers	10000	4	2		2									
	12499	3												
	7500	2												
	9999	1	3		3									
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			5		5									

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 01 CALGARY

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q U A R T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	2	2										
	70000 and over	3												
		2												
		1	1	1										
Middle or other managers	55000	4	3	3										
	59999	3	4	4										
	30000	2	5	5										
	34999	1	5	3	2									
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	35000	4	2	2										
	39999	3	2	2										
	20000	2	1	1										
	22499	1	4	4										
Supervisors	25000	4	1		1									
	27499	3												
	0	2												
	0	1												
Foremen/women	40000	4	3	3										
	44999	3	11	11								2	2	
	27500	2	1	1								1	1	
	29999	1	1	1										

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 01 CALGARY

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/U/A/R/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
	35000	4	3	3										
Clerical workers	39999	3	10	6	4									
	12500	2	15	5	10									
	14999	1	14		14				1		1			
	50000	4	1	1										
Sales workers	54999	3												
	27500	2	3	3										
	29999	1	1	1										
	15000	4	1		1									
Service workers	17499	3												
	0	2												
	0	1												
	35000	4	102	102					1	1		4	4	
Skilled crafts and	39999	3	43	41	2							6	5	1
trades workers	20000	2	25	25								4	4	
	22499	1	38	36	2							6	4	2
	35000	4	1	1										
Semi-skilled	39999	3	3	3										
manual workers	20000	2	6	6										
	22499	1	2	2										
	30000	4	5	5								1	1	
Other manual	34999	3												
workers	20000	2	2	2										
	22499	1	11	11										
TOTAL NUMBER OF EMPLOYEES			332	296	36				2	1	1	24	21	3

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 01 CALGARY

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/A/R/T	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005127 FIELD AVIATION COMPA | Industrial Sector: 452 SERVICE TO AIR TRANSPO | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 01 CALGARY

OCCUPATIONAL GROUPS	Top and bottom of salary range	Q/A/R/T	All Employees Total Number	All Employees Men	All Employees Women	Aboriginal Peoples Total Number	Aboriginal Peoples Men	Aboriginal Peoples Women	Persons with Disabilities Total Number	Persons with Disabilities Men	Persons with Disabilities Women	Members of Visible Minorities Total Number	Members of Visible Minorities Men	Members of Visible Minorities Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	12500	4	1		1									
	14999	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers	15000	4	1	1								1	1	
	17499	3												
	0	2												
	0	1												
Skilled crafts and trades workers	30000	4	1	1										
	34999	3												
	0	2												
	0	1												
Semi-skilled manual workers	27500	4	1	1										
	29999	3												
	17500	2	1	1										
	19999	1	1	1										
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			6	5	1							1	1	

Government Publications

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

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FREDERICK TRANSPORT LIMITED

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Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
① FREDERICK TRANSPORT LIMITED

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
② FREDERICK TRANSPORT

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
③ RR #2 DUNDAS ONT. L9H 5E2

MAILING ADDRESS - ADRESSE POSTALE
④ SAME

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
⑤ GEORGE E. FREDERICK.

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
⑦ BRIAN R. McCRANEY C.A.

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
⑥ CHAIRMAN, PRESIDENT & CEO

POSITION TITLE - TITRE OU FONCTION
⑧ V-P FINANCE & C.F.O.

AREA CODE / IND. RÉG. ⑨ 416
TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE 638-4000

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1
⑩ TRUCK TRANSPORT — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 145

INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2
⑪ — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3
⑫ — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4
⑬ — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
124	6	0

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / *A M R DESIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	7
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	138
QUE.-Qc	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-Î.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.N.-O.	

⑲ TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) BRIAN R. McCRANEY, HEREBY CERTIFY ON BEHALF OF (Name of employer) FREDERICK TRANSPORT LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE July 13/90 SIGNATURE - SIGNATURE Brian McCraney

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 3847(89-06)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

① FULL LEGAL NAME - NOM LÉGAL AU COMPLET: FREDERICK TRANSPORT LIMITED

② COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE: FREDERICK

ADDRESS / ADRESSE

③ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE: RR #2 DUNDAS ONT. L9H 5E2

④ MAILING ADDRESS - ADRESSE POSTALE: SAME

OFFICERS / AGENTS

⑤ NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE: BRIAN R. McCRANEY C.A.

⑦ NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI: BRIAN R. McCRANEY C.A.

POSITION / FONCTION

⑥ POSITION TITLE - TITRE OU FONCTION: V-P FINANCE & CFO

⑧ POSITION TITLE - TITRE OU FONCTION: V-P FINANCE & C.F.O.

⑨ AREA CODE / IND. RÉG.: 416 — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 628-4000

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
⑩	INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: TRUCK TRANSPORT	129
⑪	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2:	
⑫	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3:	
⑬	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4:	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED CMAs / RMR DÉSIGNÉES	
CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	7
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	
⑲ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA	

⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
ONT.-ONT	122
QUE.-Qc	7
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
TRN.-Yuk.	
N.W.T.-T.N.-O	
	129

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) BRIAN R. McCRANEY C.A., HEREBY CERTIFY ON BEHALF OF (Name of employer) FREDERICK TRANSPORT LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____,

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE: JUNE 30/90

SIGNATURE - SIGNATURE: Brian McCraney

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 2847(93-06)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **2** Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise: FREDERICIC TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Reporting Period: / Période de rapport: 19 89

Location-Endroit

☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	70.000	4	1	1	0									
	↑	3	2	2	0									
	45.000	2	1	1	0									
	49.999	1	1	1	0									
Middle or other managers / Cadres intermédiaires et autres cadres	32.000	4	6	5	1									
	39.999	3	1	1	0									
	25.000	2	2	2	0									
	27.499	1	1	2	0									
Professionals / Professionnels	35.000	4	1	1	0									
	38.999	3	0	0	0									
	20.000	2	0	0	0									
	23.499	1	2	0	2									
Semi-professionals and technicians / Semi-professionnels et techniciens	45.000	4	3	3	0									
	49.999	3	1	1	0									
	22.500	2	0	0	0									
	24.999	1	1	1	0									
Supervisors / Surveillants	22.500	4	1	0	1									
	24.999	3	0	0	0									
	17.500	2	0	0	0									
	19.999	1	1	0	1									
Foremen/women / Contremaîtres	40.000	4	3	3	0									
	44.999	3	4	4	0									
	25.000	2	4	3	1									
	27.499	1	9	6	3									

EMP 3871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A, Page 2
Formulaire Partie A,

NOTE See instructions
NOTA Voir instructions

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	27.500	4	1	1	0									
	24.999	3	3	0	3									
	12.500	2	2	1	1									
	14.999	1	4	0	4									
Sales workers Employés du secteur de la vente	45.000	4	2	2	0									
	44.999	3	0	0	0									
	27.500	2	2	1	1									
	29.999	1	2	2	0									
Service workers Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers Travailleurs manuels spécialisés	50.000	4	5	5	0									
	34.999	3	4	4	0									
	16.000	2	19	19	0									
	17.499	1	19	19	0									
Other manual workers Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS			124	97	27									

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B. / Partie B. Page 1

Name of Business: / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Reporting Period: / Période de rapport: 19 87

Location-Endroit

☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2				1								
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4				N/A								
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2				1								
		1												
Supervisors / Surveillants		4												
		3												
		2				1								
		1												
Foremen/women / Contremaîtres		4												
		3												
		2				1								
		1												

EMP 3886 (9 86) F 1

* Use separate Parts for permanent full time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form *Formulaire* 2 Part B, *Partie B,* Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	Quarter** *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*		4												
		3												
		2												
		1												
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	30.000	4	3	3	0									
	34.999	3	1	1	0									
	17.500	2	0	0	0									
	19.999	1	2	2	0									
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES ***NOMBRE TOTAL DE SALARIÉS***														

EMP 5886 (V-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **3** Part A / Partie A

Name of Business: / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Location / Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	0	0	0									
$10,000 - $14,999	11	4	7									
$15,000 - $17,499	7	5	2									
$17,500 - $19,999	10	6	4									
$20,000 - $22,499	5	5	0									
$22,500 - $24,999	15	12	3									
$25,000 - $27,499	17	12	5									
$27,500 - $29,999	10	8	2									
$30,000 - $34,999	12	9	3									
$35,000 - $39,999	9	8	1									
$40,000 - $49,999	16	16	0									
$50,000 - $69,999	11	11	0									
$70,000 and over / et plus	1	1	0									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	124	97	27									

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS A TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector / Branche d'activité: TRUCK TRANSPORT

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 86

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499												
$12,500 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999	2	2	0									
$20,000 - $24,999												
$25,000 - $29,999	1	1	0									
$30,000 - $39,999	3	3	0									
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	6	6	0									

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* **4** Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* FREDERICK

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*

☐ National (Canada) / *National (Canada)*

☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19___

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*	1	1	0									
Professionals / *Professionnels*	1	0	1									
Semi-professionals and technicians / *Semi-professionnels et techniciens*	2	2	0									
Supervisors / *Surveillants*	2	0	2									
Foremen/women / *Contremaîtres*	5	5	0									
Clerical workers / *Employés de bureau*	7	1	6									
Sales workers / *Employés du secteur de la vente*	1	1	0									
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	20	20	0									
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / ***NOMBRE TOTAL DE RECRUTEMENTS***	39	30	9									

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

NOTE See instructions
NOTA Voir instructions

Name of Business: / *Nom de l'entreprise:* TRIDRICK

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*				—								
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*				N/A								
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*				—								

EMP 3090 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **5** Part A / Partie A

Name of Business / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector / Branche d'activité: TRUCK TRANSPORT

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 81

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres					N/A							
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **5** Part B / Partie B

Name of Business / Nom de l'entreprise	Industrial Sector / Branche d'activité
FREDERICK TRANSPORT	TRUCK TRANSPORT

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 84

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs				—								
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres				N/A								
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS				—								

(MP 3883 (9-86))

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

Name of Business: / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Location-Endroit
☑ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (préciser): _____

Reporting Period: / Période de rapport: 19 85

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	3	3	0	—								
Middle or other managers / Cadres intermédiaires et autres cadres	2	1	1									
Professionals / Professionnels	1	1	0									
Semi-professionals and technicians / Semi-professionnels et techniciens	5	2	3									
Supervisors / Surveillants	3	0	3									
Foremen/women / Contremaîtres	4	3	1	N/A								
Clerical workers / Employés de bureau	8	0	8									
Sales workers / Employés du secteur de la vente	0	0	0									
Service workers / Employés du secteur des services	0	0	0									
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	0	0	0									
Semi-skilled manual workers / Travailleurs manuels spécialisés	29	29	0									
Other manual workers / Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	55	39	16									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

NOTE See instructions
NOTA Voir instructions

Name of Business / Nom de l'entreprise: PRODUCTION TRANSPORT

Industrial Sector / Branche d'activité: TRUCK TRANSPORT

Location-Endroit: ☑ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 86

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS												

CMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector / Branche d'activité: TRUCK TRANSPORT

Reporting Period / Période de rapport: 19 87

Location-Endroit

☐ National (Canada) / National (Canada)

☑ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	70.000 +	4	1	1	0									
		3	2	2	0									
	45.000	2	1	1	0									
	49.999	1	1	1	0									
Middle or other managers / Cadres intermédiaires et autres cadres	35.000	4	4	3	1									
	39.999	3	1	1	0									
	25.000	2	2	2	0									
	27.499	1	3	3	3									
Professionals / Professionnels	35.000	4	1	1	0									
	39.999	3	0	0	0									
	30.000	2	0	0	0									
	32.499	1	2	0	2									
Semi-professionals and technicians / Semi-professionnels et techniciens	46.000	4	2	2	0									
	49.999	3	1	1	0									
	22.500	2	0	0	0									
	24.999	1	1	1	0									
Supervisors / Surveillants	22500	4	1	0	1									
	24.999	3	0	0	0									
	17.500	2	0	0	0									
	18.999	1	1	0	1									
Foremen/women / Contremaîtres	40.000	4	3	3	0									
	44.999	3	4	4	0									
	25.000	2	2	2	0									
	27.499	1	5	2	3									

EMP 3871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, / Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	23.500	4	1	1	0									
	24.999	3	3	0	3									
	18.000	2	2	1	1									
	19.999	1	4	0	4									
Sales workers / Employés du secteur de la vente	45.000	4	2	2	0									
	49.999	3	0	0	0									
	27.500	2	1	0	1									
	29.999	1	2	2	0									
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	50.000	4	5	5	0									
	54.999	3	4	4	0									
	10.000	2	18	18	0									
	12.499	1	19	19	0									
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			117	92	25									

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **2** Part B, / Partie B, Page 1

Name of Business: / Nom de l'entreprise: FREDERIK TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Reporting Period: / Période de rapport: 19 87

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / Territoire (préciser) ONTARIO
☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2				N/A								
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

LMP 5886 (1-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*		4												
		3												
		2												
		1												
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	20.00	4	3	3	0									
	31.999	3	1	1	0									
	17.50	2	0	0	0									
	18.999	1	2	2	0									
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*														

EMP 5684 (5-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 19 84

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	0	0	0									
$10,000 - $14,999	10	3	7									
$15,000 - $17,499	7	5	2									
$17,500 - $19,999	10	6	4									
$20,000 - $22,499	5	5	0									
$22,500 - $24,999	14	12	2									
$25,000 - $27,499	17	12	5									
$27,500 - $29,999	10	8	2									
$30,000 - $34,999	9	7	2									
$35,000 - $39,999	8	7	1									
$40,000 - $49,999	15	15	0									
$50,000 - $69,999	11	11	0									
$70,000 and over / et plus	1	1	0									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	117	92	25									

LMP 3048 (9-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* 3 Part B / *Partie B*

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* FREDERICK TRANSPORT

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

SALARY RANGES / *ÉCHELLES DE RÉMUNÉRATION*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / *Moins de* $2,500												
$2,500 - $4,999												
$5,000 - $7,499												
$7,500 - $9,999												
$10,000 - $12,499												
$12,500 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999	2	2	0									
$20,000 - $24,999												
$25,000 - $29,999	1	1	0									
$30,000 - $39,999	3	3	0									
$40,000 - $49,999												
$50,000 and over / *et plus*												
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*	6	6	0									

EMP. 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **4** Part A / Partie A

Name of Business / Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector / Branche d'activité: TRUCK TRANSPORT

Location-Endroit
☐ National (Canada) / National (Canada)
☑ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period / Période de rapport: 19 87

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0									
Middle or other managers / Cadres intermédiaires et autres cadres	1	1	0									
Professionals / Professionnels	1	0	1									
Semi-professionals and technicians / Semi-professionnels et techniciens	2	2	0									
Supervisors / Surveillants	2	0	2									
Foremen/women / Contremaîtres	5	5	0									
Clerical workers / Employés de bureau	7	1	6									
Sales workers / Employés du secteur de la vente	1	1	0									
Service workers / Employés du secteur des services	0	0	0									
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	0	0	0									
Semi-skilled manual workers / Travailleurs manuels spécialisés	20	20	0									
Other manual workers / Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	39	30	9									

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* 4 Part B *Partie B*

NOTE: See instructions
NOTA: Voir instructions

Name of Business
Nom de l'entreprise: FREDERICK TRANSPORT

Industrial Sector
Branche d'activité: TRUCK TRANSPORT

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☑ Province / Territory (specify) *Province / territoire (préciser)*: ONTARIO

Reporting Period: *Période de rapport*: 19 87

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*				N/A								
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*												

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* FREDRICK TRANSPORT

Industrial Sector: *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☑ Province / Territory (specify) *Province / territoire (preciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 84

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'intérieur de laquelle ils ont ete promus en dernier)

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*				N/A								
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*												
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*												

LMP 3060 (9-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* FREDERICK TRANSPORT

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*

☐ National (Canada) / *National (Canada)*

☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 87

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*				N/A								
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED / *NOMBRE TOTAL DE SALARIÉS PROMUS*												
TOTAL NUMBER OF PROMOTIONS / *NOMBRE TOTAL D'AVANCEMENTS*												

LMV 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* FREDERICK TRANSPORT

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-*Endroit*

☐ National (Canada) / *National (Canada)*

☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 84

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	3	3	0									
Middle or other managers / *Cadres intermédiaires et autres cadres*	2	1	1									
Professionals / *Professionnels*	1	1	0									
Semi-professionals and technicians / *Semi-professionnels et techniciens*	5	2	3									
Supervisors / *Surveillants*	3	0	3									
Foremen/women / *Contremaîtres*	4	3	1									
Clerical workers / *Employés de bureau*	8	0	8									
Sales workers / *Employés du secteur de la vente*	0	0	0									
Service workers / *Employés du secteur des services*	0	0	0									
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	0	0	0									
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	29	29	0									
Other manual workers / *Autres travailleurs manuels*	0	0	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	55	39	16									

EMP. 3672 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* TRADE RANGE TRANSPORT

Industrial Sector: / *Branche d'activité:* TRUCK TRANSPORT

Location-Endroit: ☐ National (Canada) / *National (Canada)* ☑ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*				N/A								
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*												

EMP. 3089 (9-86)

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

5140
CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



G.T.L. TRANSPORT GROUP (1989) INC.

GROUPE DE TRANSPORT GTL (1989) INC.

5140

Canada

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Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / *Formulaire* 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

① FULL LEGAL NAME - NOM LÉGAL AU COMPLET: GTL TRANSPORT GROUP (1989) INC.

② COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE: GTL TRANSPORT

ADDRESS / ADRESSE

③ ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE: Highway 34, Alexandria, Ontario

④ MAILING ADDRESS - ADRESSE POSTALE: 151 Reverchon Street, Pointe Claire, Québec H9P 1K1

OFFICERS / AGENTS

⑤ NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE: John Doucet

⑦ NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI: Guy Babeu

POSITION / FONCTION

⑥ POSITION TITLE - TITRE OU FONCTION: Chief Operating Officer

⑧ POSITION TITLE - TITRE OU FONCTION: Manager Compensation & Benefits

⑨ AREA CODE / IND. RÉG.: 5 1 4

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 6 3 6 9 2 5 2

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

⑩ INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Truck Transport Industry — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 1856

⑪ INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

⑫ INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

⑬ INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
1526	165	12

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / R M R DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	455
REGINA	
TORONTO	337
VANCOUVER	
WINNIPEG	

⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	1039
QUE.-QC	817
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
T.N.-Yuk.	
N.W.T.-T.N.-O.	

⑲ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 1856

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) John Doucet, HEREBY CERTIFY ON BEHALF OF (Name of employer) GTL Transport Group (1989) Inc.

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE: July 12, 1990

SIGNATURE - SIGNATURE: John Doucet

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 3047(89-06)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) GTL TRANSPORT GROUP (1989) INC.

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2)

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) Highway 34, Alexandria, Ontario

MAILING ADDRESS - ADRESSE POSTALE
(4) 151 Reverchon Street, Pointe Claire, Québec H9P 1K1

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) John Doucet

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) Guy Rabeu

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) Chief Operating Officer

POSITION TITLE - TITRE OU FONCTION
(8) Manager Compensation & Benefits

AREA CODE (IND. REG.) / TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 3 1 4 6 3 6 9 2 5 2

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
(10) INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	Truck Transport Industry	1703
(11) INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2		
(12) INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3		
(13) INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4		

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
1526	165	12

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M AS / R M R DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	455
REGINA	
TORONTO	337
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	958
QUE.-Qc	745
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-Yuk.	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) John Doucet, HEREBY CERTIFY ON BEHALF OF (Name of employer) GTL Transport Group (1989) Inc.

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE 25/05/90 SIGNATURE - SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3047(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 2 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)
PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL.1	MEN / HOMMES COL.2	WOMEN / FEMMES COL.3	TOTAL NUMBER / NOMBRE TOTALE COL.4	MEN / HOMMES COL.5	WOMEN / FEMMES COL.6	TOTAL NUMBER / NOMBRE TOTALE COL.7	MEN / HOMMES COL.8	WOMEN / FEMMES COL.9	TOTAL NUMBER / NOMBRE TOTALE COL.10	MEN / HOMMES COL.11	WOMEN / FEMMES COL.12
UPPER-LEVEL MANAGERS	$70,000	4	2	2	0	0	0	0	0	0	0	0	0	0
	OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
	$60,000	2	3	3	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS	$64,999	1	10	10	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	$70,000	4	7	7	0	0	0	0	0	0	0	0	0	0
	OVER	3	17	17	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES	$30,000	2	22	18	4	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES	$34,999	1	28	21	7	0	0	0	0	0	0	0	0	0
PROFESSIONALS	$45,000	4	1	1	0	0	0	0	1	1	0	0	0	0
	$49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS	$27,499	1	2	1	1	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS	$40,000	4	5	4	1	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$44,999	3	9	7	2	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$25,000	2	5	5	0	0	0	0	0	0	0	1	1	0
ET TECHNICIENS	$27,499	1	3	1	2	0	0	0	0	0	0	0	0	0
SUPERVISORS	$45,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$49,999	3	34	32	2	0	0	0	0	0	0	0	0	0
	$17,500	2	59	50	9	0	0	0	0	0	0	1	1	0
SURVEILLANTS	$19,999	1	21	9	12	0	0	0	0	0	0	1	0	1
FOREMEN / WOMEN	$40,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$44,999	3	7	7	0	0	0	0	0	0	0	0	0	0
	$22,500	2	13	13	0	1	1	0	0	0	0	0	0	0
CONTREMAITRES	$24,999	1	6	6	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$30,000	4	13	10	3	0	0	0	0	0	0	0	0	0
	$34,999	3	46	23	23	0	0	0	2	2	0	0	0	0
	$10,000	2	102	18	84	1	0	1	0	0	0	5	1	4
EMPLOYES DE BUREAU	$12,499	1	56	4	52	0	0	0	0	0	0	2	1	1

SALES WORKERS	$45,000	4	11	11	0	0	0	0	0	0	0	0	0	0	0
	$49,999	3	18	16	2	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$20,000	2	11	8	3	1	1	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$22,499	1	7	3	4	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$35,000	4	31	31	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$39,999	3	14	14	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$27,500	2	6	6	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$29,999	1	12	12	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$30,000	4	330	330	0	2	2	0	1	1	0	3	3	0	
WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0	
TRAVAILLEURS	$27,500	2	13	13	0	0	0	0	0	0	0	0	0	0	
MANUELS SPECIALISES	$29,999	1	294	294	0	3	3	0	0	0	0	0	0	0	
OTHER MANUAL WORKERS	$30,000	4	257	257	0	1	1	0	1	1	0	0	0	0	
	$34,999	3	15	15	0	0	0	0	0	0	0	0	0	0	
AUTRES	$17,500	2	3	3	0	0	0	0	0	0	0	0	0	0	
TRAVAILLEURS MANUELS	$19,999	1	25	25	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF EMPLOYEES															
NOMBRE TOTALES			1526	1315	211	9	8	1	5	5	0	13	7	6	

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 2 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)
PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE	MEN / HOMMES	WOMEN / FEMMES	TOTAL NUMBER / NOMBRE TOTALE	MEN / HOMMES	WOMEN / FEMMES	TOTAL NUMBER / NOMBRE TOTALE	MEN / HOMMES	WOMEN / FEMMES	TOTAL NUMBER / NOMBRE TOTALE	MEN / HOMMES	WOMEN / FEMMES
			COL.1	COL.2	COL.3	COL.4	COL.5	COL.6	COL.7	COL.8	COL.9	COL.10	COL.11	COL.12
UPPER-LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS	$34,999	1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEILLANTS		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES		1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$25,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$27,499	3	15	2	13	0	0	0	0	0	0	0	0	0
	$7,500	2	2	0	2	0	0	0	0	0	0	0	0	0
EMPLOYES DE BUREAU	$9,999	1	1	0	1	0	0	0	0	0	0	0	0	0

SALES WORKERS	$20,000	4	1	0	1	0	0	0	0	0	0	0	0	0	0
	$22,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$20,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$22,499	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$27,499	1	7	7	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$25,000	4	56	56	0	0	0	0	0	0	0	0	0	0	0
WORKERS	$27,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$20,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$22,499	1	6	6	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$25,000	4	30	30	0	0	0	0	0	0	0	0	0	0	0
	$27,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$20,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$22,499	1	33	33	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES															
NOMBRE TOTALES			165	148	17	0	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 3 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES / ECHELLES DE REMUNERATION	ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER / NOMBRE TOTALE COL_1	MEN / HOMMES COL_2	WOMEN / FEMMES COL_3	TOTAL NUMBER / NOMBRE TOTALE COL_4	MEN / HOMMES COL_5	WOMEN / FEMMES COL_6	TOTAL NUMBER / NOMBRE TOTALE COL_7	MEN / HOMMES COL_8	WOMEN / FEMMES COL_9	TOTAL NUMBER / NOMBRE TOTALE COL_10	MEN / HOMMES COL_11	WOMEN / FEMMES COL_12
UNDER / MOINS $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	20	1	19	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	40	3	37	1	0	1	0	0	0	0	0	0
$17,500 - $19,999	93	44	49	0	0	0	1	1	0	3	1	2
$20,000 - $22,499	59	15	44	0	0	0	1	1	0	2	0	2
$22,500 - $24,999	41	19	22	0	0	0	0	0	0	2	1	1
$25,000 - $27,499	29	20	9	0	0	0	0	0	0	1	1	0
$27,500 - $29,999	431	417	14	5	5	0	0	0	0	1	0	1
$30,000 - $34,999	629	623	6	3	3	0	2	2	0	3	3	0
$35,000 - $39,999	105	99	6	0	0	0	1	1	0	1	1	0
$40,000 - $49,999	32	27	5	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	31	31	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	16	16	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTALE DE SALARIES	1526	1315	211	9	8	1	5	5	0	13	7	6

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 3 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA) X
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES ECHELLES DE REMUNERATION	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL_1	MEN HOMMES COL_2	WOMEN FEMMES COL_3	TOTAL NUMBER NOMBRE TOTALE COL_4	MEN HOMMES COL_5	WOMEN FEMMES COL_6	TOTAL NUMBER NOMBRE TOTALE COL_7	MEN HOMMES COL_8	WOMEN FEMMES COL_9	TOTAL NUMBER NOMBRE TOTALE COL_10	MEN HOMMES COL_11	WOMEN FEMMES COL_12
UNDER / MOINS $10,000	1	0	1	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	4	1	3	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	4	1	3	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	42	33	9	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	8	7	1	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	1	1	0	0	0	0	0	0	0	0	0	0
$25,000 - $27,499	2	2	0	0	0	0	0	0	0	0	0	0
$27,500 - $29,999	101	101	0	0	0	0	0	0	0	0	0	0
$30,000 - $34,999	2	2	0	0	0	0	0	0	0	0	0	0
$35,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	0	0	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALE DE SALARIES	165	148	17	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 4 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	9	8	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	3	1	2	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	16	14	2	0	0	0	0	0	0	1	1	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	63	15	48	1	0	1	0	0	0	1	0	1
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	9	8	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	29	29	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	245	245	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	103	103	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	478	424	54	1	0	1	0	0	0	2	1	1

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 4 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)
PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	6	4	2	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	13	13	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	79	79	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	80	80	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	178	176	2	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 5 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
X NATIONAL (CANADA)
PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	23	20	3	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	6	6	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	17	6	11	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	5	5	0	1	1	0	0	0	0	1	0	1
CLERICAL WORKERS EMPLOYES DE BUREAU	26	6	20	0	0	0	1	1	0	1	0	1
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	4	1	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	84	47	37	1	1	0	1	1	0	2	0	2
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	87	49	38	1	1	0	1	1	0	2	0	2

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 5 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
X NATIONAL (CANADA)
PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 6 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	23	22	1	0	0	0	0	0	0	1	1	0
PROFESSIONALS PROFESSIONELS	4	2	2	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	14	8	6	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	56	51	5	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	5	5	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	184	36	148	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	38	20	18	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	31	31	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	87	87	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	64	64	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	507	327	180	0	0	0	0	0	0	1	1	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 6 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
X NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
PROVINCE / TERRITOIRE (preciser)

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	36	8	28	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	5	5	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	26	26	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	78	78	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	145	117	28	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES. SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 2 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL.1	MEN / HOMMES COL.2	WOMEN / FEMMES COL.3	TOTAL NUMBER / NOMBRE TOTALE COL.4	MEN / HOMMES COL.5	WOMEN / FEMMES COL.6	TOTAL NUMBER / NOMBRE TOTALE COL.7	MEN / HOMMES COL.8	WOMEN / FEMMES COL.9	TOTAL NUMBER / NOMBRE TOTALE COL.10	MEN / HOMMES COL.11	WOMEN / FEMMES COL.12
UPPER-LEVEL MANAGERS	$70,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
	$60,000	2	1	1	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS	$64,999	1	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	$65,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$69,999	3	11	11	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES	$35,000	2	6	5	1	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES	$39,999	1	6	4	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	$45,000	4	0	0	0	0	0	0	0	0	0	0	0	0
	$49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$45,000	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS	$49,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	$27,500	4	1	0	1	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$29,999	3	3	2	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS	$27,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SUPERVISORS	$45,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$49,999	3	18	17	1	0	0	0	0	0	0	0	0	0
	$20,000	2	26	25	1	0	0	0	0	0	0	0	0	0
SURVEILLANTS	$22,499	1	8	5	3	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN	$35,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$39,999	3	7	7	0	0	0	0	0	0	0	0	0	0
	$22,500	2	4	4	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES	$24,999	1	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$30,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$34,999	3	14	8	6	0	0	0	0	0	0	0	0	0
	$12,500	2	31	10	21	0	0	0	0	0	0	1	1	0
EMPLOYES DE BUREAU	$14,999	1	18	4	14	0	0	0	0	0	0	2	1	1

SALES WORKERS	$45,000	4	2	2	0	0	0	0	0	0	0	0	0	0
	$49,999	3	3	3	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$25,000	2	6	6	0	1	1	0	0	0	0	0	0	0
SECTEUR DE VENTES	$27,499	1	4	3	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$30,000	4	6	6	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$34,999	3	14	14	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$27,500	2	6	6	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$29,999	1	4	4	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$30,000	4	14	14	0	1	1	0	0	0	0	0	0	0
WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$27,500	2	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$29,999	1	284	284	0	3	3	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$30,000	4	138	138	0	0	0	0	0	0	0	0	0	0
	$34,999	3	12	12	0	0	0	0	0	0	0	0	0	0
AUTRES	$17,500	2	3	3	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$19,999	1	24	24	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES			694	641	53	5	5	0	0	0	0	3	2	1

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 2 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL.1	MEN / HOMMES COL.2	WOMEN / FEMMES COL.3	TOTAL NUMBER / NOMBRE TOTALE COL.4	MEN / HOMMES COL.5	WOMEN / FEMMES COL.6	TOTAL NUMBER / NOMBRE TOTALE COL.7	MEN / HOMMES COL.8	WOMEN / FEMMES COL.9	TOTAL NUMBER / NOMBRE TOTALE COL.10	MEN / HOMMES COL.11	WOMEN / FEMMES COL.12
UPPER-LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS		2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEILLANTS		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES		1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$17,500	4	5	0	5	0	0	0	0	0	0	0	0	0
	$19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$15,000	2	1	0	1	0	0	0	0	0	0	0	0	0
EMPLOYÉS DE BUREAU	$17,499	1	1	0	1	0	0	0	0	0	0	0	0	0

SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE		2	0	0	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$27,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$27,500	4	3	3	0	0	0	0	0	0	0	0	0	0
WORKERS	$29,999	3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$27,499	1	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$25,000	4	30	30	0	0	0	0	0	0	0	0	0	0
	$27,499	3	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$27,499	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES														
NOMBRE TOTALES			43	39	4	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 3 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES ECHELLES DE REMUNERATION	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL_1	MEN HOMMES COL_2	WOMEN FEMMES COL_3	TOTAL NUMBER NOMBRE TOTALE COL_4	MEN HOMMES COL_5	WOMEN FEMMES COL_6	TOTAL NUMBER NOMBRE TOTALE COL_7	MEN HOMMES COL_8	WOMEN FEMMES COL_9	TOTAL NUMBER NOMBRE TOTALE COL_10	MEN HOMMES COL_11	WOMEN FEMMES COL_12
UNDER / MOINS $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	1	1	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	7	1	6	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	50	38	12	0	0	0	0	0	0	1	1	0
$20,000 - $22,499	21	7	14	0	0	0	0	0	0	1	0	1
$22,500 - $24,999	19	9	10	0	0	0	0	0	0	1	1	0
$25,000 - $27,499	11	9	2	0	0	0	0	0	0	0	0	0
$27,500 - $29,999	401	396	5	4	4	0	0	0	0	0	0	0
$30,000 - $34,999	122	121	1	1	1	0	0	0	0	0	0	0
$35,000 - $39,999	31	29	2	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	9	8	1	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	17	17	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALE DE SALARIES	694	641	53	5	5	0	0	0	0	3	2	1

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 3 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES ECHELLES DE REMUNERATION	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL_1	MEN HOMMES COL_2	WOMEN FEMMES COL_3	TOTAL NUMBER NOMBRE TOTALE COL_4	MEN HOMMES COL_5	WOMEN FEMMES COL_6	TOTAL NUMBER NOMBRE TOTALE COL_7	MEN HOMMES COL_8	WOMEN FEMMES COL_9	TOTAL NUMBER NOMBRE TOTALE COL_10	MEN HOMMES COL_11	WOMEN FEMMES COL_12
UNDER / MOINS $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	2	0	2	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	38	33	5	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	6	6	0	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000 - $27,499	0	0	0	0	0	0	0	0	0	0	0	0
$27,500 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $34,999	0	0	0	0	0	0	0	0	0	0	0	0
$35,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	0	0	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALE DE SALARIES	46	39	7	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 4 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	5	4	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	1	0	1	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	6	5	1	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	15	5	10	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	3	3	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	7	7	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	39	39	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	36	36	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	112	99	13	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 4 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.
LOCATION - ENDROIT NATIONAL (CANADA)
NATIONAL (CANADA)

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	4	3	1	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 5 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	10	9	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	2	2	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	3	2	1	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	5	4	1	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	22	19	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	23	20	3	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 5 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 6 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	5	5	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	3	1	2	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	1	1	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	17	15	2	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	69	13	56	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	20	9	11	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	25	25	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	54	54	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	47	47	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	243	172	71	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 6 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) QUEBEC

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	9	1	8	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	17	17	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	26	18	8	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 2 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL_1	MEN / HOMMES COL_2	WOMEN / FEMMES COL_3	TOTAL NUMBER / NOMBRE TOTALE COL_4	MEN / HOMMES COL_5	WOMEN / FEMMES COL_6	TOTAL NUMBER / NOMBRE TOTALE COL_7	MEN / HOMMES COL_8	WOMEN / FEMMES COL_9	TOTAL NUMBER / NOMBRE TOTALE COL_10	MEN / HOMMES COL_11	WOMEN / FEMMES COL_12
UPPER-LEVEL MANAGERS	$70,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	OVER	3	0	0	0	0	0	0	0	0	0	0	0	0
		2	2	2	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	6	6	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	$70,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	OVER	3	6	6	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES	$30,000	2	16	13	3	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES	$34,999	1	22	17	5	0	0	0	0	0	0	0	0	0
PROFESSIONALS	$40,000	4	1	1	0	0	0	0	1	1	0	0	0	0
	$44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS	$27,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	$40,000	4	4	4	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$44,999	3	7	6	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$25,000	2	5	5	0	0	0	0	0	0	0	1	1	0
ET TECHNICIENS	$27,499	1	2	1	1	0	0	0	0	0	0	0	0	0
SUPERVISORS	$45,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$49,999	3	16	15	1	0	0	0	0	0	0	0	0	0
	$17,500	2	32	24	8	0	0	0	0	0	0	1	1	0
SURVEILLANTS	$19,999	1	13	4	9	0	0	0	0	0	0	1	0	1
FOREMEN / WOMEN	$40,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$27,500	2	9	9	0	1	1	0	0	0	0	0	0	0
CONTREMAITRES	$29,999	1	4	4	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$30,000	4	9	6	3	0	0	0	0	0	0	0	0	0
	$34,999	3	32	15	17	0	0	0	2	2	0	0	0	0
	$10,000	2	71	8	63	1	0	1	0	0	0	4	0	4
EMPLOYES DE BUREAU	$12,499	1	38	0	38	0	0	0	0	0	0	0	0	0

SALES WORKERS	$40,000	4	9	9	0	0	0	0	0	0	0	0	0	0	0
	$44,999	3	15	13	2	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$20,000	2	5	2	3	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$22,499	1	3	0	3	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SÉCTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$35,000	4	25	25	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$39,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$34,999	1	8	8	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$30,000	4	316	316	0	1	1	0	1	1	0	3	3	0	0
WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$27,500	2	13	13	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$29,999	1	10	10	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$30,000	4	119	119	0	1	1	0	1	1	0	0	0	0	0
	$34,999	3	3	3	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$22,500	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$24,999	1	1	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES															
NOMBRE TOTALES			832	674	158	4	3	1	5	5	0	10	5	5	

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 2 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL.1	MEN / HOMMES COL.2	WOMEN / FEMMES COL.3	TOTAL NUMBER / NOMBRE TOTALE COL.4	MEN / HOMMES COL.5	WOMEN / FEMMES COL.6	TOTAL NUMBER / NOMBRE TOTALE COL.7	MEN / HOMMES COL.8	WOMEN / FEMMES COL.9	TOTAL NUMBER / NOMBRE TOTALE COL.10	MEN / HOMMES COL.11	WOMEN / FEMMES COL.12
UPPER-LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONNELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS	$34,999	1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEILLANTS		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES		1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$25,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$27,499	3	4	0	4	0	0	0	0	0	0	0	0	0
	$7,500	2	4	1	3	0	0	0	0	0	0	0	0	0
EMPLOYES DE BUREAU	$9,999	1	3	1	2	0	0	0	0	0	0	0	0	0

SALES WORKERS	$20,000	4	1	0	1	0	0	0	0	0	0	0	0	0	0
	$22,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$20,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$22,499	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$27,499	1	7	7	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$25,000	4	56	56	0	0	0	0	0	0	0	0	0	0	0
WORKERS	$27,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$27,499	1	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$25,000	4	39	39	0	0	0	0	0	0	0	0	0	0	0
	$27,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$27,499	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES															
NOMBRE TOTALES			119	109	10	0	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 3 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES ECHELLES DE REMUNERATION	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UNDER / MOINS $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	19	0	19	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	33	2	31	1	0	1	0	0	0	0	0	0
$17,500 - $19,999	43	6	37	0	0	0	1	1	0	2	0	2
$20,000 - $22,499	38	8	30	0	0	0	1	1	0	1	0	1
$22,500 - $24,999	22	10	12	0	0	0	0	0	0	1	0	1
$25,000 - $27,499	18	11	7	0	0	0	0	0	0	1	1	0
$27,500 - $29,999	30	21	9	1	1	0	0	0	0	1	0	1
$30,000 - $34,999	507	502	5	2	2	0	2	2	0	3	3	0
$35,000 - $39,999	74	70	4	0	0	0	1	1	0	1	1	0
$40,000 - $49,999	23	19	4	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	14	14	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	11	11	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALE DE SALARIES	832	674	158	4	3	1	5	5	0	10	5	5

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 3 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

SALARY RANGES ECHELLES DE REMUNERATION	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UNDER / MOINS $10,000	1	0	1	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	4	1	3	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	2	1	1	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	4	0	4	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	2	1	1	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	1	1	0	0	0	0	0	0	0	0	0	0
$25,000 - $27,499	2	2	0	0	0	0	0	0	0	0	0	0
$27,500 - $29,999	101	101	0	0	0	0	0	0	0	0	0	0
$30,000 - $34,999	2	2	0	0	0	0	0	0	0	0	0	0
$35,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	0	0	0	0	0	0	0	0	0	0	0	0
$70,000 AND OVER / ET PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALE DE SALARIES	119	109	10	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 4 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	4	4	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	2	1	1	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	10	9	1	0	0	0	0	0	0	1	1	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	48	10	38	1	0	1	0	0	0	1	0	1
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	6	5	1	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	22	22	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	206	206	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	67	67	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	366	325	41	1	0	1	0	0	0	2	1	1

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES HIRED
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 4 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	5	4	1	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	13	13	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	79	79	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	77	77	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTALES DE RECRUTEMENTS	174	173	1	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 5 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	13	11	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	4	4	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	14	4	10	0	0	0	0	0	0	1	0	1
FOREMEN / WOMEN CONTREMAITRES	3	3	0	1	1	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	21	2	19	0	0	0	1	1	0	1	0	1
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	4	1	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	62	28	34	1	1	0	1	1	0	2	0	2
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	64	29	35	1	1	0	1	1	0	2	0	2

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES PROMOTED
AVANCEMENTS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 5 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL_1	MEN HOMMES COL_2	WOMEN FEMMES COL_3	TOTAL NUMBER NOMBRE TOTALE COL_4	MEN HOMMES COL_5	WOMEN FEMMES COL_6	TOTAL NUMBER NOMBRE TOTALE COL_7	MEN HOMMES COL_8	WOMEN FEMMES COL_9	TOTAL NUMBER NOMBRE TOTALE COL_10	MEN HOMMES COL_11	WOMEN FEMMES COL_12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTALES DE SALARIES PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT FULL-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 6 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	18	17	1	0	0	0	0	0	0	1	1	0
PROFESSIONALS PROFESSIONELS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	13	7	6	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	39	36	3	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	3	3	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	115	23	92	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	18	11	7	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	6	6	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	33	33	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	17	17	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	264	155	109	0	0	0	0	0	0	1	1	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

PERMANENT PART-TIME EMPLOYEES TERMINATED
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 6 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

PROVINCE / TERRITORY (specify)
X PROVINCE / TERRITOIRE (preciser) ONTARIO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS CATEGORIES PROFFESSIONNELLES	ALL EMPLOYEES TOUS LES SALARIES			ABORIGINAL PEOPLES AUTOCHTONES			PERSONS WITH DISABILITIES PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES MEMBRES DES MINORITES VISIBLES		
	TOTAL NUMBER NOMBRE TOTALE COL.1	MEN HOMMES COL.2	WOMEN FEMMES COL.3	TOTAL NUMBER NOMBRE TOTALE COL.4	MEN HOMMES COL.5	WOMEN FEMMES COL.6	TOTAL NUMBER NOMBRE TOTALE COL.7	MEN HOMMES COL.8	WOMEN FEMMES COL.9	TOTAL NUMBER NOMBRE TOTALE COL.10	MEN HOMMES COL.11	WOMEN FEMMES COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS PROFESSIONELS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS SURVEILLANTS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN CONTREMAITRES	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS EMPLOYES DE BUREAU	27	7	20	0	0	0	0	0	0	0	0	0
SALES WORKERS EMPLOYES DE SECTEUR DE VENTES	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	5	5	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	26	26	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	61	61	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES	119	99	20	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 2 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT: NATIONAL (CANADA) / NATIONAL (CANADA)

DESIGNATED C.M.A. (specify)
X RMR DESIGNE (preciser) MONTREAL

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL_1	MEN / HOMMES COL_2	WOMEN / FEMMES COL_3	TOTAL NUMBER / NOMBRE TOTALE COL_4	MEN / HOMMES COL_5	WOMEN / FEMMES COL_6	TOTAL NUMBER / NOMBRE TOTALE COL_7	MEN / HOMMES COL_8	WOMEN / FEMMES COL_9	TOTAL NUMBER / NOMBRE TOTALE COL_10	MEN / HOMMES COL_11	WOMEN / FEMMES COL_12
UPPER-LEVEL MANAGERS	$70,000 OVER	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	$60,000	2	1	1	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS	$64,999	1	4	4	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	$65,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$69,999	3	10	10	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES	$35,000	2	3	2	1	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES	$39,999	1	5	3	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	$45,000	4	0	0	0	0	0	0	0	0	0	0	0	0
	$49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$45,000	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS	$49,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	$27,500	4	1	0	1	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$29,999	3	3	2	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS	$27,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SUPERVISORS	$45,000	4	11	10	1	0	0	0	0	0	0	0	0	0
	$49,999	3	17	17	0	0	0	0	0	0	0	0	0	0
	$20,000	2	7	6	1	0	0	0	0	0	0	0	0	0
SURVEILLANTS	$22,499	1	2	1	1	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN	$35,000	4	3	3	0	0	0	0	0	0	0	0	0	0
	$39,999	3	4	4	0	0	0	0	0	0	0	0	0	0
	$22,500	2	1	1	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES	$24,999	1	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$30,000	4	2	2	0	0	0	0	0	0	0	0	0	0
	$34,999	3	10	6	4	0	0	0	0	0	0	1	1	0
	$15,000	2	21	5	16	0	0	0	0	0	0	1	1	1
EMPLOYES DE BUREAU	$17,499	1	20	5	15	0	0	0	0	0	0	2	1	1

SALES WORKERS	$45,000	4	2	2	0	0	0	0	0	0	0	0	0	0	0
	$49,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$27,500	2	6	6	0	1	1	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$29,999	1	2	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$30,000	4	7	7	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$34,999	3	9	9	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$27,500	2	3	3	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$29,999	1	2	2	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$27,500	4	151	151	0	2	2	0	0	0	0	0	0	0	0
WORKERS	$29,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$27,500	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$29,999	1	10	10	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$30,000	4	76	76	0	0	0	0	0	0	0	0	0	0	0
	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$17,500	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$19,999	1	19	19	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTALES			420	375	45	3	3	0	0	0	0	3	2	1	

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 2 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

DESIGNATED C.M.A. (specify)
X RMR DESIGNE (preciser) MONTREAL

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL_1	MEN / HOMMES COL_2	WOMEN / FEMMES COL_3	TOTAL NUMBER / NOMBRE TOTALE COL_4	MEN / HOMMES COL_5	WOMEN / FEMMES COL_6	TOTAL NUMBER / NOMBRE TOTALE COL_7	MEN / HOMMES COL_8	WOMEN / FEMMES COL_9	TOTAL NUMBER / NOMBRE TOTALE COL_10	MEN / HOMMES COL_11	WOMEN / FEMMES COL_12
UPPER-LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS		2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEILLANTS		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES		1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$17,500	4	5	0	5	0	0	0	0	0	0	0	0	0
	$19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$17,500	2	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE BUREAU	$19,999	1	0	0	0	0	0	0	0	0	0	0	0	0

SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE		2	0	0	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND		4	0	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL		4	0	0	0	0	0	0	0	0	0	0	0	0
WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS		2	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$17,500	4	30	30	0	0	0	0	0	0	0	0	0	0
	$19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$17,500	2	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$19,999	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES														
NOMBRE TOTALES			35	30	5	0	0	0	0	0	0	0	0	0

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN

FORM
FORMULAIRE 2 PARTIE A

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

DESIGNATED C.M.A. (specify)
X RMR DESIGNE (preciser) TORONTO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL.1	MEN / HOMMES COL.2	WOMEN / FEMMES COL.3	TOTAL NUMBER / NOMBRE TOTALE COL.4	MEN / HOMMES COL.5	WOMEN / FEMMES COL.6	TOTAL NUMBER / NOMBRE TOTALE COL.7	MEN / HOMMES COL.8	WOMEN / FEMMES COL.9	TOTAL NUMBER / NOMBRE TOTALE COL.10	MEN / HOMMES COL.11	WOMEN / FEMMES COL.12
UPPER-LEVEL MANAGERS	$70,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	OVER	3	1	1	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	$70,000	4	2	2	0	0	0	0	0	0	0	0	0	0
	OVER	3	4	4	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES	$30,000	2	6	6	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES	$34,999	1	4	1	3	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFEESIONALS	$40,000	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	$44,999	3	4	3	1	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONNELS	$25,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS	$27,499	1	2	1	1	0	0	0	0	0	0	0	0	0
SUPERVISORS	$45,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$49,999	3	7	7	0	0	0	0	0	0	0	1	1	0
	$17,500	2	6	3	3	0	0	0	0	0	0	1	0	1
SURVEILLANTS	$19,999	1	4	2	2	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN	$45,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$49,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$27,500	2	1	1	0	1	1	0	0	0	0	0	0	0
CONTREMAITRES	$29,999	1	2	2	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$30,000	4	3	2	1	0	0	0	0	0	0	0	0	0
	$34,999	3	10	4	6	0	0	0	0	0	0	0	0	0
	$10,000	2	21	5	16	0	0	0	0	0	0	2	0	2
EMPLOYES DE BUREAU	$12,499	1	9	2	7	0	0	0	0	0	0	0	0	0

SALES WORKERS	$35,000	4	4	4	0	0	0	0	0	0	0	0	0	0
	$39,999	3	5	4	1	0	0	0	0	0	0	0	0	0
EMPLOYES DE	$20,000	2	4	1	3	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES	$22,499	1	2	0	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	$35,000	4	14	14	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS	$39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS	$34,999	1	4	4	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$30,000	4	112	112	0	0	0	0	1	1	0	1	1	0
WORKERS	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$34,999	1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$30,000	4	52	52	0	0	0	0	1	1	0	0	0	0
	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$30,000	2	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$34,999	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES														
NOMBRE TOTALES			294	248	46	1	1	0	2	2	0	6	3	3

EMPLOYMENT AND IMMIGRATION CANADA EMPLOI ET IMMIGRATION CANADA

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL

FORM
FORMULAIRE 2 PARTIE B

NAME OF BUSINESS:
NOM DE L'ENTREPRISE: GTL TRANSPORT GROUP (1989) INC.

INDUSTRIAL SECTOR:
BRANCHE D'ACTIVITE: TRUCKING

LOCATION - ENDROIT
NATIONAL (CANADA)
NATIONAL (CANADA)

DESIGNATED C.M.A. (specify)
X RMR DESIGNE (preciser) TORONTO

REPORTING PERIOD:
PERIODE DE RAPPORT: 1989

OCCUPATIONAL GROUPS / CATEGORIES PROFFESSIONNELLES			ALL EMPLOYEES / TOUS LES SALARIES			ABORIGINAL PEOPLES / AUTOCHTONES			PERSONS WITH DISABILITIES / PERSONNES HANDICAPEES			MEMBERS OF VISIBLE MINORITIES / MEMBRES DES MINORITES VISIBLES		
			TOTAL NUMBER / NOMBRE TOTALE COL_1	MEN / HOMMES COL_2	WOMEN / FEMMES COL_3	TOTAL NUMBER / NOMBRE TOTALE COL_4	MEN / HOMMES COL_5	WOMEN / FEMMES COL_6	TOTAL NUMBER / NOMBRE TOTALE COL_7	MEN / HOMMES COL_8	WOMEN / FEMMES COL_9	TOTAL NUMBER / NOMBRE TOTALE COL_10	MEN / HOMMES COL_11	WOMEN / FEMMES COL_12
UPPER-LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CADRES SUPERIEURS		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
CADRES INTERMEDIAIRES		2	0	0	0	0	0	0	0	0	0	0	0	0
ET AUTRE CADRES		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONELS		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONNELS		2	0	0	0	0	0	0	0	0	0	0	0	0
ET TECHNICIENS		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEILLANTS		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN / WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
CONTREMAITRES		1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	$25,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$27,499	3	1	1	0	0	0	0	0	0	0	0	0	0
	$17,500	2	1	1	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE BUREAU	$19,999	1	4	0	4	0	0	0	0	0	0	0	0	0

SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DE		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SECTEUR DE VENTES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0	0
EMPLOYES DU SECTEUR DES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICES		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND		4	0	0	0	0	0	0	0	0	0	0	0	0	0
TRADE WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS QUALIFIES		2	0	0	0	0	0	0	0	0	0	0	0	0	0
ET ARTISANS		1	0	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL	$20,000	4	6	6	0	0	0	0	0	0	0	0	0	0	0
WORKERS	$22,499	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS	$20,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MANUELS SPECIALISES	$22,499	1	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	$17,500	4	33	33	0	0	0	0	0	0	0	0	0	0	0
	$19,999	3	0	0	0	0	0	0	0	0	0	0	0	0	0
AUTRES	$17,500	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TRAVAILLEURS MANUELS	$19,999	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES															
NOMBRE TOTALES			46	39	7	0	0	0	0	0	0	0	0	0	0

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire **1**

IDENTIFICATION / *IDENTIFICATION*

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) GLOBAL COMMUNICATIONS LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) GLOBAL COMMUNICATIONS LIMITED

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) 81 Barber Greene Rd., Don Mills, Ontario M3C 2A2

MAILING ADDRESS - *ADRESSE POSTALE*
(4) SAME

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) DAVID MINTZ

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITE EN MATIÈRE D'EMPLOI*
(7) JOHN BURGIS

POSITION / *FONCTION*

POSITION TITLE - *TITRE OU FONCTION*
(6) PRESIDENT

POSITION TITLE - *TITRE OU FONCTION*
(8) CHIEF FINANCIAL OFFICER

AREA CODE / *IND. REG.* (9) 4 1 6

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*
4 4 6 5 3 1 1

REPORT SUMMARY / *SOMMAIRE DU RAPPORT*

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*
(10) TELECOMMUNICATIONS BROADCASTING
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*: 418

INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*
(11)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*
(12)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*
(13)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

EMPLOYMENT STATUS CATEGORIES / *CATEGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
358	41	19

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) **DESIGNATED C M As / *R M R DESIGNÉES***

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	394
VANCOUVER	
WINNIPEG	

(18) **PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES***

ONT. -ONT	418
QUE -Qc	
N.S. -N.-É.	
N.B. -N.-B.	
MAN. -MAN.	
B.C. -C.-B.	
P.E.I. -Î.-P.-É.	
SASK. -SASK.	
ALTA. -ALB.	
NFLD. -T.-N.	
TERR. -YUK.	
N.W.T. -T.N.-O.	

(19) **TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA***: 418

CERTIFICATION / *ATTESTATION*

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20) I, (Name) JOHN BURGIS, HEREBY CERTIFY ON BEHALF OF (Name of employer) GLOBAL COMMUNICATIONS LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS EGARDS.

DATE - DATE: JUNE 18, 1990

SIGNATURE - SIGNATURE: J.B. Burgis

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

LMP 384(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

(1) FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*: GLOBAL COMMUNICATIONS LIMITED

(2) COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*: GLOBAL COMMUNICATIONS LIMITED

ADDRESS / *ADRESSE*

(3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*: 81 Barber Greene Rd., Don Mills, ON M3C 2A2

(4) MAILING ADDRESS - *ADRESSE POSTALE*: SAME

OFFICERS / AGENTS

(5) NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*: DAVID MINTZ

(7) NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*: JOHN BURGIS

POSITION / *FONCTION*

(6) POSITION TITLE - *TITRE OU FONCTION*: PRESIDENT

(8) POSITION TITLE - *TITRE OU FONCTION*: CHIEF FINANCIAL OFFICER

(9) AREA CODE / *IND. RÉG.*: 416 — TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*: 446-5311

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

		NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
(10)	INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*: TELECOMMUNICATIONS BROADCASTING	418
(11)	INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	
(12)	INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	
(13)	INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	

EMPLOYMENT STATUS CATEGORIES / *CATÉGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
358	41	19

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / *R M R DÉSIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	394
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT.-ONT	
QUE.-Qc	
N.S.-N.-É.	
N.B.-N.-B	
MAN.-MAN	
B.C.-C.-B	
P.E.I.-I.-P.-É	
SASK.-SASK.	
ALTA.-ALB	
NFLD.-T.-N	
TKN.-Yuk.	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 418

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20)

I, (Name) JOHN BURGIS, HEREBY CERTIFY ON BEHALF OF (Name of employer) GLOBAL COMMUNICATIONS LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE: MAY 30, 1990

SIGNATURE - SIGNATURE: _____

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

LMP 384(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Global Communications Limited

GLOBAL
TELEVISION
NETWORK

81 Barber Greene Road
Don Mills, Ontario
M3C 2A2(416) 446-5311
Fax (416) 446-5371

May 31, 1990

Ms. Gay Stinson
Director, Legislated Employment Equity Program
Employment Equity Branch
Employment and Immigration Canada
Phase IV, 5th Floor
Ottawa/Hull, Quebec
K1A 0J9

Dear Ms. Stinson,

Enclosed please find our 1989 Employment Equity Report.

Global Communications Limited has continued to actively recruit women to fill it's vacancies across the board including both management and technical positions. During 1989, the number of women hired within this category accounted for more than half of the new hires. The number of women promoted during the year has increased 25% over the figures for 1988.

The number of people hired who are non-white has also increased over our 1988 figures.

Our Director of Human Resource Management has met with an Employment Specialist of the Vocational Rehabilitation Services division of the Ministry of Community and Social Services in attempts to better understand the needs of the disabled. This relationship will also serve as an effective source for job candidates who are members of this designated group.

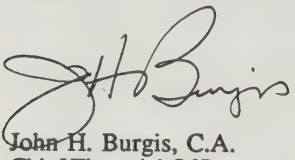
Global Communications Limited continues to participate in the one-year internship program with the Canadian Council for Native Business. We currently have two members of that designated group on staff.

In the fall of 1989 our Human Resource Management team was expanded to better fulfill Global Communications' commitment to being an equal opportunity employer. The staff was expanded by two people and in September we purchased a new human resource system which will greatly aid in the tracking of both current and perspective employees and their membership in the designated groups. We will be able to successfully build a database of candidates and their qualifications enabling us to draw on this information as job vacancies become available. This system will also allow us to plan long-term career development on an individual basis and assist in performance reviews.

I trust this report will meet with your satisfaction and if you should have any questions or concerns, please do not hesitate to contact me at 446-5355.

Yours sincerely,

GLOBAL COMMUNICATIONS LIMITED,



John H. Burgis, C.A.
Chief Financial Officer

JHB/jc

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:*	Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING	Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO ☐ Designated CMA (specify) *RMR designee (préciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	70,000+	4	1	1	-									
		3	-	-	-	N/A			N/A			N/A		
	60,000	2	4	3	1									
	64,999	1	4	4	-									
Middle or other managers *Cadres intermédiaires et autres cadres*	70,000+	4	1	1	-							-	-	-
		3	1	1	-	N/A			N/A			-	-	-
	35,000	2	6	5	1							-	-	-
	39,999	1	11	8	3							1	1	-
Professionals *Professionnels*	70,000+	4	1	1	-							-	-	-
		3	-	-	-	N/A			N/A			N/A	-	-
	27,500	2	1	-	1							-	-	-
	29,999	1	6	5	1							2	2	-
Semi-professionals and technicians *Semi-professionnels et techniciens*	70,000 +	4	2	2	-				-	-	-	-	-	-
		3	3	3	-	N/A			-	-	-	-	-	-
	17,500	2	14	11	3				-	-	-	1	1	-
	19,999	1	180	120	60				2	1	1	6	3	3
Supervisors *Surveillants*	45,000	4	3	3	-									
	49,999	3	3	-	3	N/A			N/A			N/A		
	25,000	2	1	-	1									
	27,499	1	1	-	1									
Foremen/women *Contremaîtres*	70,000+	4	1	1	-									
		3	-	-	-	N/A			N/A			N/A		
	30,000	2	11	11	-									
	34,999	1	5	4	1									

EMP 3671 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	45,000	4	2	-	2							-	-	-
	49,999	3	9	1	8	N/A			N/A			-	-	-
	15,000	2	17	2	15							2	1	1
	17,499	1	15	2	13							1	-	1
Sales workers *Employes du secteur de la vente*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Service workers *Employes du secteur des services*	30,000	4	1	-	1				-	-	-	-	-	-
	34,999	3	-	-	-	N/A			-	-	-	-	-	-
	20,000	2	-	-	-				-	-	-	-	-	-
	22,499	1	6	6	-				1	1	-	1	1	-
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	50,000	4	3	3	-				-	-	-	1	1	-
	54,999	3	19	19	-	N/A			-	-	-	-	-	-
	25,000	2	14	14	-				1	1	-	-	-	-
	27,499	1	8	7	1				-	-	-	1	1	-
Semi-skilled manual workers *Travailleurs manuels specialises*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Other manual workers *Autres travailleurs manuels*	35,000	4	1	1	-									
	39,999	3	-	-	-	N/A			N/A			N/A		
	22,500	2	-	-	-									
	24,999	1	3	3	-									
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			358	242	116	-	-	-	4	3	1	16	11	5

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B / Partie B, Page 1

Name of Business: / Nom de l'entreprise:

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS

Reporting Period / Période de rapport: 19 80

Location-Endroit

☒ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Professionals / Professionnels	35,000	4	1	-	1									
	39,999	3	-	-	-	N/A			N/A			N/A		
	35,000	2	-	-	-									
	39,999	1	-	-	-									
Semi-professionals and technicians / Semi-professionnels et techniciens	40,000	4	3	1	2	-	-	-						
	44,999	3	1	1	-	-	-	-	N/A			N/A		
	12,500	2	4	2	2	-	-	-						
	14,999	1	25	13	12	2	-	2						
Supervisors / Surveillants		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Foremen/women / Contremaîtres		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												

IMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B. *Partie B.* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	50,000 – 54,999	4	1	-	1	N/A			N/A			N/A		
		3	-	-	-									
	17,500 – 19,999	2	1	-	1									
		1	3	1	2									
Sales workers *Employes du secteur de la vente*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Service workers *Employes du secteur des services*	40,000 – 44,999	4	1	-	1	N/A			N/A			N/A		
		3	-	-	-									
	30,000 – 34,999	2	-	-	-									
		1	1	-	1									
Skilled crafts and trades workers *Travailleurs qualifies et artisans*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Other manual workers *Autres travailleurs manuels*		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			41	18	23	2	-	2	-	-	-	-	-	-

EMP 1886 (9-86) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:*

Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	*Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	N/A			N/A			N/A			N/A		
$10,000 - $14,999	N/A			N/A			N/A			N/A		
$15,000 - $17,499	1	-	1	-	-	-	-	-	-	-	-	-
$17,500 - $19,999	6	3	3	-	-	-	-	-	-	-	-	-
$20,000 - $22,499	19	9	10	-	-	-	1	1	-	2	-	2
$22,500 - $24,999	33	16	17	-	-	-	-	-	-	1	-	1
$25,000 - $27,499	21	10	11	-	-	-	-	-	-	1	1	-
$27,500 - $29,999	22	11	11	-	-	-	-	-	-	1	1	-
$30,000 - $34,999	48	27	21	-	-	-	1	1	-	2	-	2
$35,000 - $39,999	58	44	14	-	-	-	2	1	1	3	3	1
$40,000 - $49,999	82	64	18	-	-	-	-	-	-	3	3	-
$50,000 - $69,999	46	38	8	-	-	-	-	-	-	3	3	-
$70,000 and over *et plus*	22	20	2	-	-	-	-	-	-	-	-	-
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	358	242	116	-	-	-	4	3	1	16	11	5

EMP 3648 (9.86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise

Industrial Sector: / Branche d'activité TELECOMMUNICATIONS BROADCASTING

Location-Endroit ☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 1989

SALARY RANGES / ECHELLES DE REMUNERATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	N/A											
$2,500 - $4,999	N/A											
$5,000 - $7,499	N/A											
$7,500 - $9,999	N/A											
$10,000 - $12,499	N/A											
$12,500 - $14,999	5	5	-									
$15,000 - $17,499	16	6	10	1	-	1						
$17,500 - $19,999	6	3	3	1	-	1						
$20,000 - $24,999	5	2	3									
$25,000 - $29,999	N/A											
$30,000 - $39,999	6	2	4									
$40,000 - $49,999	2	-	2									
$50,000 and over / et plus	1	-	1									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	41	18	23	2	-	2	-	-	-	-	-	-

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 4 Part A *Partie A*

Name of Business:
Nom de l'entreprise

Industrial Sector:
Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*

[Y] National (Canada)
National (Canada)

[X] Province / Territory (specify)
Province / territoire (préciser) ONTARIO

Reporting Period:
Période de rapport: 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	1	1	-	N/A			N/A			N/A		
Middle or other managers *Cadres intermédiaires et autres cadres*	3	2	1	N/A			N/A			N/A		
Professionals *Professionnels*	2	1	1	N/A			N/A			N/A		
Semi-professionals and technicians *Semi-professionnels et techniciens*	45	25	20	N/A			N/A			2	-	2
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	21	2	19	N/A			N/A			4	1	3
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*	3	3	-	N/A			1	1	-	-	-	-
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	2	2	-	N/A			N/A			N/A		
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	77	36	41	N/A			1	1	-	6	1	5

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **4** Part B / Partie B

Name of Business: / Nom de l'entreprise:

Industrial Sector: / Branche d'activité: TELECOMMUNCATIONS BROADCASTING

Location-Endroit

☐ National (Canada) / National (Canada)

☐ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs	N/A											
Middle or other managers / Cadres intermédiaires et autres cadres	N/A											
Professionals / Professionnels	N/A											
Semi-professionals and technicians / Semi-professionnels et techniciens	37	21	16	2	-	2				2	-	2
Supervisors / Surveillants	N/A											
Foremen/women / Contremaîtres	N/A											
Clerical workers / Employés de bureau	6	1	5									
Sales workers / Employés du secteur de la vente	N/A											
Service workers / Employés du secteur des services	N/A											
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A											
Semi-skilled manual workers / Travailleurs manuels spécialisés	N/A											
Other manual workers / Autres travailleurs manuels	N/A											
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	43	22	21	2	-	2	-	-	-	2	-	2

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

Industrial Sector:
Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*

☐ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (preciser) ONTARIO

Reporting Period:
Période de rapport: 1989

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres superieurs*	N/A			N/A			N/A			N/A		
Middle or other managers *Cadres intermediaires et autres cadres*	2	1	1	-	-	-	-	-	-	-	-	-
Professionals *Professionnels*	1	1	-	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians *Semi-professionnels et techniciens*	18	11	7	-	-	-	-	-	-	1	1	-
Supervisors *Surveillants*	N/A			N/A			N/A			N/A		
Foremen/women *Contremaitres*	1	1	-	-	-	-	-	-	-	-	-	-
Clerical workers *Employes de bureau*	7	-	7	-	-	-	-	-	-	-	-	-
Sales workers *Employes du secteur de la vente*	N/A			N/A			N/A			N/A		
Service workers *Employes du secteur des services*	N/A			N/A			N/A			N/A		
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	7	7	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers *Travailleurs manuels specialises*	N/A			N/A			N/A			N/A		
Other manual workers *Autres travailleurs manuels*	N/A			N/A			N/A			N/A		
TOTAL NUMBER OF EMPLOYEES PROMOTED ***NOMBRE TOTAL DE SALARIES PROMUS***	36	21	15	N/A			N/A			!	:	-
TOTAL NUMBER OF PROMOTIONS ***NOMBRE TOTAL D'AVANCEMENTS***	36	21	15	N/A			N/A			!	!	-

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* **5** Part B *Partie B*

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

Industrial Sector:
Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*

☒ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (préciser) ONTARIO

Reporting Period:
Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*	N/A											
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED ***NOMBRE TOTAL DE SALARIÉS PROMUS***												
TOTAL NUMBER OF PROMOTIONS ***NOMBRE TOTAL D'AVANCEMENTS***												

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business:
Nom de l'entreprise:

Industrial Sector:
Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*

☒ National (Canada) / *National (Canada)*

☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period:
Période de rapport: 1989

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	N/A			N/A			N/A			N/A		
Middle or other managers / *Cadres intermédiaires et autres cadres*	6	3	3	-	-	-	-	-	-	-	-	-
Professionals / *Professionnels*	N/A			N/A			N/A			N/A		
Semi-professionals and technicians / *Semi-professionnels et techniciens*	35	23	12	-	-	-	-	-	-	1	1	-
Supervisors / *Surveillants*	2	1	1	-	-	-	-	-	-	-	-	-
Foremen/women / *Contremaîtres*	N/A			N/A			N/A			N/A		
Clerical workers / *Employés de bureau*	16	-	16	-	-	-	-	-	-	2	-	2
Sales workers / *Employés du secteur de la vente*	N/A			N/A			N/A			N/A		
Service workers / *Employés du secteur des services*	2	2	-	N/A			N/A			N/A		
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	1	1	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	N/A			N/A			N/A			N/A		
Other manual workers / *Autres travailleurs manuels*	5	4	1	-	-	-	-	-	-	2	1	1
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	67	34	33	-	-	-	-	-	-	5	2	3

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **6** Part B *Partie B*

Name of Business:
Nom de l'entreprise:

Industrial Sector:
Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Location-*Endroit*

☒ National (Canada)
National (Canada)

☒ Province / Territory (specify)
Province / territoire (preciser) ONTARIO

Reporting Period:
Période de rapport: 1989

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	N/A											
Middle or other managers *Cadres intermédiaires et autres cadres*	N/A											
Professionals *Professionnels*	N/A											
Semi-professionals and technicians *Semi-professionnels et techniciens*	35	16	19	-	-	-	-	-	-	4	-	4
Supervisors *Surveillants*	N/A											
Foremen/women *Contremaîtres*	N/A											
Clerical workers *Employés de bureau*	8	2	6	-	-	-	-	-	-	1	-	1
Sales workers *Employés du secteur de la vente*	N/A											
Service workers *Employés du secteur des services*	1	-	1									
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	1	1	-									
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	45	19	26	-	-	-	-	-	-	5	-	5

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A. / Partie A. Page 1

Name of Business: / Nom de l'entreprise:

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Reporting Period: / Période de rapport: 1989

Location-Énoncé

☐ National (Canada) / National (Canada)

☐ Province / Territory (specify) / Province / territoire (preciser) _____

☒ Designated CMA (specify) / RMR designee (preciser) TORONTO

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres superieurs	70,000	4	1	1	-									
		3	-	-	-	N/A			N/A			N/A		
	60,000	2	4	3	1									
	64,999	1	4	4	-									
Middle or other managers / Cadres intermediaires et autres cadres	70,000+	4	5	5	-							-	-	-
		3	4	3	1	N/A			N/A			-	-	-
	35,000	2	5	4	1							-	-	-
	39,999	1	6	4	2							1	1	-
Professionals / Professionnels	70,000+	4	1	1	-							-	-	-
		3	-	-	-	N/A			N/A			-	-	-
	27,500	2	1	-	1							-	-	-
	29,999	1	6	5	1							2	2	-
Semi-professionals and technicians / Semi-professionnels et techniciens	70,000+	4	2	2	-				-	-	-	-	-	-
		3	3	3	-	N/A			-	-	-	-	-	-
	17,500	2	13	10	3				-	-	-	1	1	-
	19,999	1	169	112	57				2	1	1	6	3	3
Supervisors / Surveillants	45,000	4	3	3	-									
	49,999	3	2	-	2	N/A			N/A			N/A		
	25,000	2	1	-	1									
	27,499	1	1	-	1									
Foremen/women / Contremaitres	70,000+	4	1	1	-									
		3	-	-	-	N/A			N/A			N/A		
	30,000	2	8	8	-									
	34,999	1	4	3	1									

EMP 3971 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 2 Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	Quarter ** / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employes de bureau	45,000	4	2	-	2							-	-	-
	49,999	3	9	1	8	N/A			N/A			-	-	-
	15,000	2	15	2	13							2	1	1
	17,499	1	15	2	13							1	-	1
Sales workers / Employes du secteur de la vente		4												
		3	N/A											
		2												
		1												
Service workers / Employes du secteur des services	30,000	4	1	-	1				-	-	-	-	-	-
	34,999	3	-	-	-	N/A			-	-	-	-	-	-
	20,000	2	-	-	-				-	-	-	-	-	-
	22,499	1	6	6	-				1	1	-	1	1	-
Skilled crafts and trades workers / Travailleurs qualifies et artisans	50,000	4	2	2	-				-	-	-	1	1	-
	54,999	3	18	18	-	N/A			-	-	-	-	-	-
	25,000	2	14	14					1	1	-	-	-	-
	27,499	1	7	6	1				-	-	-	1	1	-
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3	N/A											
		2												
		1												
Other manual workers / Autres travailleurs manuels	35,000	4	1	1	-									
	39,999	3	-	-	-	N/A			N/A			N/A		
	22,500	2	-	-	-									
	24,999	1	3	3	-									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			335	223	110	N/A			4	3	1	16	11	5

(TAP 1871-(9-88)P 2)

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA : Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business: / Nom de l'entreprise:

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS BROADCASTING

Reporting Period: / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☒ Designated CMA (specify) / RMR désignée (préciser) TORONTO

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Professionals / Professionnels	35,000	4	1	-	1									
	39,999	3	-	-	-	N/A			N/A			N/A		
	35,000	2	-	-	-									
	39,999	1	-	-	-									
Semi-professionals and technicians / Semi-professionnels et techniciens	40,000	4	3	1	2	-	-	-						
	44,999	3	1	1	-	-	-	-	N/A			N/A		
	12,500	2	4	2	2	-	-	-						
	14,999	1	24	12	12	2	-	2						
Supervisors / Surveillants		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Foremen/women / Contremaîtres		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												

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* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

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NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	50,000 / 54,999	4	1	-	1	N/A			N/A			N/A		
		3	-	-	-									
	17,500 / 19,999	2	1	-	1									
		1	2	1	1									
Sales workers / Employes du secteur de la vente		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Service workers / Employes du secteur des services	40,000 / 44,999	4	1	-	1	N/A			N/A			N/A		
		3	-	-	-									
	30,000 / 34,999	2	-	-	-									
		1	1	-	1									
Skilled crafts and trades workers / Travailleurs qualifies et artisans		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3	N/A			N/A			N/A			N/A		
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES			39	17	22	2	-	2	-	-	-	-	-	-

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

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